

Growing Hope Safe Space Agreement

Growing Hope aims to be a supportive, nonviolent, and inclusive space for all who participate. Everyone who comes to the Growing Hope Urban Farm, Ypsilanti Farmers Markets and/or Ypsilanti Farmers MarketPlace is expected to engage other humans, species, and the land with respect. We will interrupt oppressive behavior, defined as any conduct that demeans, marginalizes, rejects, threatens or harms anyone on the basis of ability, age, cultural background, education, ethnicity, gender, immigration status, language, nationality, physical appearance, race, religion, or sexual orientation as well as any conduct that damages the dwelling spaces or the Earth.

1. **NONVIOLENCE:** We hold physical, emotional, and psychological safety sacred. Any acts of violence or dehumanizing behavior such as physical and verbal threats, bullying, “dragging,” sexual harassment, assault, relational aggression, and intimidation will result in appropriate action based on our conflict resolution protocol.. Practice continual consent by checking in and listening to peoples capacity to engage, especially when harm has been caused and respect the safe space by not exploiting it or gossiping in future conversations.
2. **LISTENING:** Actively participate, actively listen. Silence is okay and should not be assumed to be agreement. Approach ideas with curiosity and address the idea, not the person. Be open and respect the whole person, including stages of life, emotions, identities, opinions, experiences, and learning styles. Ask questions before assuming. The best way to understand the choices, actions, or intentions of one another is by asking.
3. **ACCOUNTABILITY:** Practice forgiveness and empathy. Be aware of both intent and impact. Listen and change your behavior if someone tells you it is causing harm. When someone behaves in a way that challenges your values, do your best to invite them into awareness rather than dismissing, shaming, or shunning them. Allow mistakes to be made, own, and learned from. Don't be a bystander – support others in upholding our agreements.
4. **PRESENCE:** Please show up, on time, fully present, and ready to give and receive vulnerably. Limit cellular use and attending to other virtual task unless necessary. Practice self-care. Be patient and gentle with self. Take care of yourself. If you need to take a break, stand, walk, or doodle, you can do that.
5. **SHARING:** Each one teach one. Actively share knowledge and skills with one another and our community. No one knows everything. Together we know a lot. “One diva, one mic.” No talking over others or finishing someone’s thoughts without permission. Practice self-focus language. Use “I statements.” Expect and accept non-closure. Confidentiality- What’s said here stays here, what’s learned here leaves here.
6. **JOY:** Find common ground, celebrate, treat one another with care and have fun!