

InterPlay Community Practices

This set of practices can be shared at the beginning of InterPlay events, especially in longer events and with new InterPlayers. It is good to be reminded of the values that we hold in InterPlay and it can be a reassurance to us as we enter into new community circles.

We have chosen to use the language of “practices” rather than “agreements” to suggest that being in community in ways that are good for all is an ongoing process. We may not always get it right.

It has been developed by the Restoration Pod of the Racial Equity & Transformation Committee (Janice Eng, Natty Abdou, Masankho Banda, Karen Hatch, Phil Porter) and has been reviewed by other circles of leadership in the organization. It builds upon several different community agreement documents that have been developed for various InterPlay events over the last couple of years.

We all get to show up as we are.

However we show up—mind, heart, body, and spirit—is plenty. We welcome the whole of our gifts and abilities, alongside our limitations and growing edges. What we offer of ourselves in play is always welcomed and enough.

We welcome and respect all stories, dances, and songs equally.

We show up in our truth, open to hearing other’s truth, and we hold that multiple truths can exist alongside one another. We celebrate our uniqueness and diversity of experience. We honor that others’ stories are not ours to tell. We can ask that our particular stories be held in confidence when we choose.

We make space, take space.

We strive to create space for everyone. Sometimes that requires us to have the courage to take up some room and other times to allow others to do that. We want to be aware of voices that have been historically or systemically ignored and practice centering these voices.

We speak from our own experience.

We use “I” rather than “we” statements, trying not to generalize our own experience to that of others. It also gives us more direct access to our own unique experience.

We practice embracing uncertainty and discomfort.

We know that discomfort and growth dance hand-to-hand. We accept that “our way” may not be the “best” or “only” way. We try to listen with curiosity and wonder rather than judgment. We use “yes and” language as a way to co-create our way together.

We value interconnectedness.

We understand that connections with others are crucial to our health and well-being, so we move boldly toward community. We also understand that sometimes connections weaken or

rupture and need strengthening or repair. We also seek to acknowledge impact and address it with care and compassion. We can say “ouch” and we can say “sorry.”

We look for the good.

We practice affirming each other. We assume best intentions.

9/21/2022