

# Biodynamic Conference Community Guidelines

We invite you to join us in co-creating a welcoming and respectful conference culture which supports a rich learning and community building experience for everyone.

1. **Be fully present.** Turn off or silence your phone, tablet, or computer. Minimize distractions and disruptions for yourself and others. Be here now.
2. **Give and receive welcome.** Say hello. Share a smile.
3. **Listen deeply.** Listen not just to words, but to the feelings, ideas, and inspirations behind them.
4. **Stay curious and open.** Ask questions. Practice inner inquiry. Expect and accept a lack of closure.
5. **Share your knowledge, skills, and questions.** No one knows everything, but together we know a lot.
6. **Speak from your own experience.** Use “I” statements rather than generalizations.
7. **No one voice is privileged over another.** As you listen to others, understand that their experience is unique to them, and yours is unique to you. Speaking from our individual experiences allows us to nonjudgmentally share in genuine ways.
8. **Make space, take space.** If you tend to be the last person to speak, stretch yourself to add your voice sooner. If you tend to jump in right away, practice patience and listening.
9. **Respect others’ identities, backgrounds, and boundaries.** Use the names and pronouns that people prefer. Do not assume anyone’s gender identity, cultural background, sexual orientation, or socio-economic status. Get consent before touching anyone.
10. **Embrace difference and diversity.** Practice “yes/and” thinking.
11. **Take care of yourself and each other.** Stand up, move around, drink water, step outside, rest. Offer support when you sense it is needed.
12. **Be aware of both intent and impact.** Even though we may intend no harm, sometimes our words and actions can be unskillful and hurt others. Recognize that impact is often different from intent. If someone tells you that something you said or did caused harm, listen, apologize, reflect, and change your behavior.
13. **Call each other in, not out.** When someone behaves in a way that challenges your values, use it as an opportunity to invite or call that person into greater awareness of the impact of their behavior. Be accepting that you might also be called into behaving more skillfully. Let’s all help each other to learn and grow.