



# HEARTBEAT

A Sacred Journey Towards Earth's Wellbeing

## Pilgrim Community Commitments

I commit to believing the best of others, acting in good faith, and remembering that we are on the same team.

I commit to speaking from my own experience and using "I" statements.

I commit to expressing needs with realistic requests and not assuming that others know what I'm thinking.

I commit to identifying, owning, and expressing my feelings in a candid and respectful way.

I commit to upholding the Core Values of *Respect, Enjoyment* and *Kindness*.

If anyone, including myself, has acted outside of the core values, I commit to follow the Three R's Conflict Resolution Process (below). I commit to communicating directly with others involved. If issues persist I will seek the mediation help of a leader or staff member.

**Reflect** – what happened and why? What was everyone's experience? What feelings were felt?

**Responsibility** – what can I own in this situation? What is not mine to own?

**Repair** – what is my part to play in making it right?

I commit to growing in awareness and more deeply understanding how our group norms are also part of a broader societal and cultural narrative. I commit to work towards extending privilege, dismantling patriarchal and racist systems, and creating equitable space.

I commit to respecting and valuing the diversity among our group, and all those with whom we work. I affirm that all group members are expected to ensure and help create a working environment that is free of all forms of harassment.

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