

This is an approach that allows us to place onto our agendas the item “surfacing tensions.”

Mindfulness-based Operating Principles for Handling Tension:

1. We foster a culture where respectful disagreement is okay and enriching
2. We value constructive feedback that is not blaming or shaming, but in support of the community and the mission of EBMC
3. We get curious about our own experience first
4. We practice deep listening, to ourselves and each other
5. We work together to identify the structural component of where a tension originates from, and try to find a solution that aligns with the mission and values of EBMC
6. We effort to interact from our most healed selves, rather than reverting back to our most wounded selves. It is from this place that we raise tensions for the benefit of the whole

East Bay Meditation Center
[developed with consultant Amy Vito]