



COMMUNITY ENGAGEMENT AGREEMENTS

The *Beyond The Drum* Conference is being produced from and is representative of numerous territories around the globe. We acknowledge and pay our respects to the people of these nations of the past, present, and emerging. We stand in solidarity to end white supremacy, patriarchy, homophobia, transphobia, poverty, ageism, and ableism. We stand in solidarity against racial violence toward Asian and Pacific Islander communities, Black communities, Indigenous communities, and all other marginalized. We work to raise awareness concerning individual, institutional, and systemic violence against our communities. In solidarity through struggle.

AGREEMENTS:

By entering the *Beyond The Drum* platform and any associated events and/or activities, all participants are agreeing to the following:

- **NONVIOLENCE:** There is zero tolerance for violence, including verbal threats, bullying, sexual harassment, relational aggression, and intimidation. Be aware of both intent and impact. Listen and change your behavior if someone tells you it is causing harm. Call in, not out. 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. Don't be a bystander – support others in upholding our agreements. You don't have to "call in" alone – facilitators or any member of the TCA Staff, Board, or BTM Volunteer Support Team can support or do it for you.
- **IDENTITY:** Respect everyone's identity and background, including pronouns and names. Do not assume anyone's gender identity, sexual preference, survivor status, economic status, immigration or documentation status, background, health, etc. and make it a point to not use ableist language.
- **CONSENT:** Respect everyone's emotional boundaries. Check in before discussing topics that may be triggering (e.g. sexual abuse, racism, suicide).
- **PRESENCE:** When facilitating a session or attending an "in-person" session (i.e., with active participation by workshop attendees), please show up, on time, fully present, and ready to give and receive.
- **LISTENING:** Actively participate. Actively listen. Silence is okay. Be open and respect different opinions, experiences, and learning styles. Practice "both/and" thinking. Ask questions before assuming. The best way to understand the choices, actions, or intentions of one another is by asking.
- **SHARING:** Be aware of your prejudices and privileges and allow space for all voices. Practice self-focused language by using "I" statements rather than "we" or "us" when speaking of personal experiences. Expect and accept non-closure.
Confidentiality – What is said here stays here, but what is learned here leaves here.
- **SELF CARE:** Practice self-care. Be patient and gentle with yourself. Take care of yourself. If you need to take a break, take that break. Don't let FOMO (fear of missing out) obscure your needs. We at TCA are here to listen to what you need and support you.

Questions about these agreements? [Visit our support page](#) for a list of contacts whom you can connect with.



COMMUNITY AGREEMENTS for SAFER SPACES

These agreements are intended to be positive, proactive, and preventative steps toward making our community spaces safer. We use the word “safer” to acknowledge that no space can be entirely safe for everyone and not everyone experiences spaces in the same way. These agreements are not about monitoring others – they are about monitoring ourselves.

The Taiko Community Alliance (TCA) aims to create and perpetuate spaces that are safer for our communities of color, mixed race, Indigenous, migrant, queer, trans, disabled, neurodivergent, or otherwise marginalized people. All facilitators and staff will be required to recognize these same agreements in order to participate in *Beyond The Drum* (BTD), and as such, all statements made by facilitators in connection with their participation during BTD are their own and not reflective of TCA.

As a registered participant in *Beyond The Drum*, you have acknowledged each of the following commitments to holding a safer space for all BTD participants.

- As a participant in Beyond The Drum (BTD), I will aspire to act in accordance with these statements in my interactions with other BTD attendees.
- I understand that TCA will not tolerate any form of violence, sexual harassment, and/or predatory behavior, racism, ageism, sexism, misogyny, homophobia, queerphobia, transphobia, transmisogyny, ableism, classism, or any other behavior or language that may perpetuate oppression.
- I understand that TCA encourages the sharing of pronouns for those who wish to and are comfortable doing so. I will honor fellow attendees by addressing them with their pronouns, especially when identified.
- When engaging in conversation, either spoken or written, during BTD events and activities, I will remain mindful of and open to the following encouraged behaviors:
 - Centering the experiences of those most impacted.
 - Embodying a posture of curiosity over judgement.
 - Embracing the possibility of ‘both/and’ versus ‘either/or.’
 - Honoring the complex, layered range of feelings we are all experiencing.
 - Recognizing the limitations of my own perspectives, experiences, and culture.
 - Understanding that we are all part of and connected by a much broader system.
 - Striving to model authenticity and vulnerability.
 - Holding grace and space for myself and others.
- I understand that the conversations that take place during BTD events, sessions, and activities stay within these spaces and am committed to honoring confidentiality.
- I understand that to protect against “Zoom Bombing” and otherwise unauthorized access to any of these sessions, it is my responsibility to “protect the link” and not share out publicly or privately any links to sessions I am attending.
- I understand that violating any of the above agreements will result in an immediate suspension from the BTD platform and any associated events and activities.

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***Note:** An earlier version of these agreements utilized the words “preferred pronouns” and has since been updated to “pronouns” in recognition of one’s pronouns as a statement of fact, rather than a matter of choice or preference.