

# Welcome to Refuge!

This is a transgender/nonbinary/gender expansive safe space. To ensure that it remains as such, we have a few rules/requests.

- **Respect & Mutual Care:** All of these rules are based on respect for one another and our experiences, as well as our commitment to one another's well-being.
  - **Respect pronouns.**
    - Please correct improper pronoun usage; most of us need kind reminders from time to time.
    - Instead of gendering pronouns, please share the specific pronouns you use. For example, you may say that you use "she, her, hers," rather than saying you use "female pronouns."
  - **Respect our lives and stories.**
    - Use "I" statements; allow others to speak for themselves and interpret their own experiences as they see fit without condescension or judgment.
    - If you are finding a conversation upsetting: if possible, please wait for the person speaking to finish to address the issue. If you are being harmed, ask a facilitator to interrupt.
    - If you are triggered: you can ask for a pause in the conversation by placing your forearm on your head or by stepping away from the group. If you need someone's company, one of the facilitators can join you.
      - We are grateful for the leadership of the GLO Board in establishing guidelines to help us safely navigate the current pandemic, in accordance with best scientific and public health practices. As an extension of this commitment, we are happy to refrain from repeating any misinformation about COVID-19 that diminishes the very real impact that it has had and the continued risk it poses to members of our community.
- **Respect each person's contribution.**
  - Please be present with one another and listen with an open mind.
    - Please participate as you are able. We want each person to feel welcome, and to know that their life and experience is valuable. We understand that for some, just being here may be a big step. You are not obligated to share if you are not ready.
    - Please support others' participation. In between each person speaking, wait a few seconds to allow everyone a chance to feel comfortable joining the conversation.
- **Respect privacy.** Please honor privacy and confidentiality outside of the group. Please keep in mind that assuming someone is out in public can endanger them.
- **Respect our purpose.** For our cisgender guests: we ask that you remember that this is our safe space, so please try to help us center and respect transgender/nonbinary needs and experiences.
- **Respect the space.** Please help us keep GLO accessible, inclusive, and clean.
- **Finally, respect people's identities and journeys.**

- We do not gender-police in this group. Everyone's identity is their own.
- There is no such thing as "not trans enough".
- We don't make the assumption that anyone is transgender, nonbinary, questioning, or otherwise.

**Thank you!**

## **Check-ins**

We begin our meetings with check-ins:

- Please share your name and pronouns.
- You are welcome to then share something that's on your heart or that's been happening in your life.
  - This can be about gender, but it doesn't have to be.
  - You can share what's been positive (we like to celebrate together), difficult (we like to support each other), or just fun (relaxing is good).
- You are not obligated to share anything.
- In general, we try to keep our check-ins to around five minutes.
  - If your check-in goes too long, a facilitator may politely interrupt and ask you to pause your check-in to make sure everyone else gets an opportunity to share.
- After everyone has had a chance to check-in, we then move to support issues.
  - You are welcome to bring up support issues in your check-in that you'd like us to discuss at the second part of our meeting.
- Thank you!

## **Closing Words**

As we close, we offer these friendly reminders:

- Please help us keep GLO accessible, inclusive, and clean.
- Please remember that assuming someone is out in public can endanger them.
- As you go about your life outside this group, please know that you are not alone. You take the love and support of this group with you. Be you and be well!