

Non violent communication during meetings

What is it?

One of the major parts of regenerative culture during meetings is its non violent communication. Besides always valuing people's points of view and not disrespecting, non violent communication also means giving to everyone equal chances to talk and contribute to the meeting.

Why do we need it?

Importantly, whether one feels empowered to speak up in a meeting does not solely depend on people having an opinion or not. Besides having an opinion, personality factors and previous experiences might also contribute as to whether one feels comfortable with speaking during a meeting. Furthermore XR recognises that our world as it stands is currently structured by various intersecting hierarchies based on class, race, gender, sexuality, (dis)ability and so on, which is also very important to keep in mind for an just meeting to take place. During meetings in fact internalized and unconscious behaviors might result in people feeling differently empowered to speak up.

How to achieve it?

Regarding the last point, one of the ways to mitigate this is to use hand signals during meetings, and having a facilitator that makes everyone respect them.

Here you can find a list of [hands' signals](#).

To practice nonviolent communication, also follows these steps:

1. Expressing how 'I' am without criticism or judgement - Receiving feedback empathetically without jumping to the defence
2. Expressing observations instead of evaluations - what do you think you are hearing the other person say/do vs what you think that person's actions says about them
3. Owning how you feel in relation to your observations and the stories that are activated in your head when you experience them
4. Stating your own needs/values without asking something of others to make you feel better
5. Clearly requesting specific, concrete actions that would enrich your life, without demanding

Eg: "When I hear ..., I feel ..., because I need/value ..., would you be willing to...?" And we can use these tools to mirror back to people in our network.