



EAST BAY MEDITATION CENTER

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Mindfulness-based Operating Principles for Handling Tension

- We foster a culture where respectful disagreement is okay and enriching
- We value constructive feedback that is not blaming or shaming, but in support of the community and the mission of EBMC
- We get curious about our own experience first *
- We practice deep listening, to ourselves and each other *
- 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
- 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.

*-- From the evolving a Shared Leadership process at EBMC
in the fall of 2016 with consultant Amy Vito*

* Instead of assuming that our individual and culturally-based collective ways of knowing are the norm, we can choose to mindfully engage with others in culturally humble ways that might help us to learn, grow, respect, and better understand the reasons for their actions and behaviors, while we also become increasingly aware of what motivates our own actions and behaviors.

EBMC operates through an evolving model of Shared Leadership, one of the five elements of the EBMC 10-year strategic plan. A key part of Shared Leadership is creating an organizational culture in which conflict avoidance is reduced, and commitment to recognizing and raising tensions before they escalate into conflict is increased. Mindfulness meditation helps us to recognize tensions in our bodies

and in our minds, and to use these observations to interact more honestly and skillfully with others.

Shared Leadership at EBMC is both a collaborative governance system based on mutual accountability and a culture of respect and inclusion rooted in Dharmic society values. Our shared leadership approach stewards the mission and vision of the organization through role clarity, transparency, compassionate confrontation and timely attention to areas of tension.