

# Personal Agreement

Developed by Mark Sanders, LCSW, CADC

I, \_\_\_\_\_  
Your Name

- Understand that it is okay to be imperfect in my understanding of people who are different from me,
- Have permission to reveal ignorance and misunderstanding, and
- Have permission to struggle with these issues and be up-front and honest about my feelings.

I am a product of my culture, upbringing, environment, and experiences, and I am who I am. I do not have to feel guilty about what I believe, but I do take responsibility for:

- Accepting as much new information and knowledge as I can,
- Challenging myself to examine my assumptions and beliefs,
- Granting permission to the other members of the group to struggle with these issues and to be open and honest about their feelings, and
- Agreeing to respect the confidentiality of all the personal information shared in the group.