

Covenant for Intercultural Competency Training

Upper New York Annual Conference – Board of Laity

As participants in this Intercultural Competency Training, we commit to creating and maintaining a space that honors the dignity, experience, and voices of all people. We enter into this covenant together with the intention of learning, growing, and building a more inclusive and just faith community.

Our Commitments to One Another:

1. Respect and Dignity

We will treat all people with kindness and respect, recognizing the inherent worth of every individual. We will honor differing perspectives and identities, even when they challenge our own.

2. Active Listening

We will listen deeply and attentively, seeking to understand before responding. We will refrain from interrupting and give space for everyone to share.

3. Speak from Our Own Experience

We will use “I” statements, sharing from our own experiences rather than assuming or generalizing about others’ realities.

4. Assume Positive Intent

We will assume that others are engaging in this work with sincerity and a desire to grow, even when mistakes happen. We will offer and receive feedback with grace.

5. Embrace Discomfort for the Sake of Growth

We acknowledge that growth often involves discomfort. We commit to staying engaged in difficult conversations with humility, courage, and openness.

6. Maintain Confidentiality

We will respect the privacy of those who share in this space. What is shared here, stays here—unless we have permission to share beyond.

7. Be Willing to Be Held Accountable

We commit to holding ourselves and each other accountable with compassion. We welcome gentle correction and will reflect on our words and actions when needed.

8. Celebrate Diversity

We will honor and celebrate the diversity within our Conference, understanding that cultural differences are gifts that enrich our shared ministry and witness.