

Community Conversation Guidelines

- Speak your truth with care – this means that it's important to be authentic and honest, but to do so knowing that we are all in different places in our learning, and it's important to be mindful of our impact on those around us.
- Use "I" statements – avoid making generalizations about any group or broad assumptions about "they" or "them" and focus on speaking from your own experiences.
- Assume positive intent – the topics we will focus on and discuss this evening are personal and challenging, and we don't all share the same language or experience, focus on assuming that everyone is doing the best they can.
- Don't yuck my yum – do not diminish or make fun of something I like that you don't. We don't have to agree.
- One person, one mic. – listen when others are talking, speak one at a time.
- Ouch, oops – if someone hurts your feelings in a conversation, say ouch, they will say oops, and you both are responsible for checking in with one another after the conversation to talk through what happened.
 - Be aware of Impact vs. Intent
 - Inherent power differences exist in the room
- Lean in, Lean Back – if you don't speak up often, move forward, if you do, take the time to move back and let others speak. Also remember to try to not speak twice until everyone has spoken once.
 - 3 Before Me- let three other people speak, before you talk again.
- Listen from the heart – really listen. Don't formulate what you're going to say next, tune into who is speaking.
- Take care of yourself – drink water, use the restroom, and take responsibility for yourself and your experience during this session.
- Stay with any discomfort, stay curious about it – the topics we'll explore bring up discomfort, and often lead us to question our beliefs and experiences. Stay with your discomfort, and get curious about it, examine it and consider what it might be able to teach you.
- Courageous space/brave space and safer space – there has been a lot of talk about safe spaces, but we know too that being in different places in our learning, having different experiences, perspectives and opinions means that we might step on a few toes, and others may step on our toes. Safe space doesn't mean that you won't be challenged, that you won't be uncomfortable. What we hope to create here is courageous space or brave space
 - spaces where we can put ourselves out there, do our best, and continue to learn, grow, make mistakes and learn from them. Respect each other, respect yourself, and speak your truth with care
 - Let's support each during these sessions.
- Both/And-many of the choices and decisions we make are not binary. Two things can be true at the same time.

Adapted from: *Diversity, Equity and Inclusion: Strategies for Facilitating Conversations on Race*

- Many of the issues we will discuss tonight are institutional and systemic and as such, are not necessarily the fault of those in this room. However, it is our collective responsibility to actively eradicate the problems within the systems we will be discussing.
- Increasing awareness of one's self (and how and where we plug/fit into the system) is a strategy for change.
- Relationships are the foundation for cultural competence.
- There are no quick fixes. This will take time, dedication and consistency.
 - With that, expect and accept a lack of closure. We will not figure out/solve all these issues in one session/evening.