

Guidelines

- ❖ Listening (to move forward)
- ❖ Eye contact (if comfortable) – Repeat to understand
- ❖ Take time to clarify with people
- ❖ Confidentiality (take the learning; leave the details)
- ❖ Courage to be vulnerable and feelings are welcome
- ❖ Take each other seriously
- ❖ Power is present and we will work to equalize power/disrupt power in this space
- ❖ Remember our purpose/clarify purpose
- ❖ Assume positive intentions/address impact
- ❖ One conversation at a time
- ❖ Support involvement of people who can't be here
- ❖ Ask/Clarify rather than assume
- ❖ Maintain curiosity
- ❖ Focus on positive
- ❖ Speak from own perspective-- "I" statements
- ❖ Respect people, work with ideas, welcoming disagreement
- ❖ All ideas don't have to be good and will be considered
- ❖ Create safety by letting people be humans (not just their roles)
- ❖ Have an open mind; welcome new ideas
- ❖ Be present—You can let someone know if you're having a hard time
- ❖ Press "Pause" when conflict comes up so we can address/support moving through
- ❖ NERD ALERT
- ❖ Self-care
- ❖ Respect, one speaker at a time, make space to work out differences