

Discussion Expectations



The purpose of these discussion expectations are to co-create and maintain appropriate space to share joys, concerns, and request consultation from one another.

1. **Be Professional:**

1. Ask for consultation as needed, and specify what would and would not be useful from your colleagues. Alternatively, don't give advice if it is not requested. If you are not sure, ask: "Are you looking for consultation?"
2. Hold each other's confidences and maintain appropriate boundaries of confidentiality when you share about your Internship experiences with your Internship Seminar group.
3. When you share about your Internship experience, do so in order to critically reflect and analyze your professional formation, and the roles and culture of various people, systems, structures, and situations. Do not gossip, do not speak about your Internship site or community as "other" or as if you are studying an "object." Speak with reverence and with the goal of learning from your experiences and relationships. You may critique, but not criticize.
4. Expect the best of one another, not the worst.
5. Directly address conflict when it happens. If you are not capable of addressing a situation respectfully or appropriately in the moment, come back to the issue when you are able to have a professional conversation.
6. Ask for help when you need it. If you have a concern about something in your Internship, talk to your Seminar Instructor and the Director of the Office of Professional Formation who are both available for consultation. If there is a serious situation within your Internship or Internship-related relationships, contact the [Director of the Office of Professional Formation](#) immediately for consultation, facilitation, and/or intervention as necessary. Do not suffer in silence, do not participate in unethical behavior, and do not protect others whose behavior is inappropriate.

2. **Be Real:**

1. Focus on your learning and formation, and that of your colleagues, not on performing for the professor. Don't just "report out" to the group or comment on every post just to complete the assignment.
2. Be curious about each other and support each other's learning and formation as professional colleagues. (It's not all about *you*; it's about *us*).
3. Ask critical and thoughtful questions of one another, and be careful not to slip into bad habits of the academy such as competing to see who can ask the "deepest" or "most intelligent" question.
4. Ask for each other's opinion when you think a particular person would have useful insight on a topic, and/or when you haven't heard someone's voice yet and want to know their perspective.

3. **Be Inclusive:**

1. Be aware and respectful of the diversity of identities and experiences in the course, as well as the diversity of identities and experiences that may not be present in the Seminar.
2. Use inclusive language. If you don't know, don't assume; simply ask one another, recognizing the varieties of spiritual, historical, racial, ethnic, gender, and other identities and experiences people bring with them.
3. Be proud of your identities and experiences, but not at the expense of others. Learn about and find value in the identities and experiences of others in the room as they express for themselves. (e.g.: We are glad you love your denomination and that it is a good fit for you, but it isn't better than all the others. All denominations and institutions have both gifts and areas for growth.)
4. Be intentional about creating equity within the Seminar. Self-monitor how much discussion space you occupy, and don't take up more than your fair share, nor concede your space to others. Don't over-value or under-value your participation in the Seminar community, or the participation of your colleagues.
5. Pay attention to embedded habits and practices of structural injustice and hold each other accountable for co-creating just practices (i.e.: microaggressions, unchecked stereotypes/assumptions, speaking *for* others, etc.).

4. **Be Concise:**

1. Focus on quality rather than quantity.
2. Process *with* your colleagues, not all over them. If you find yourself over-processing within the Internship Seminar, try using other tools to organize your reflections and thoughts before joining the Seminar discussion. For example: journaling or free writing; scheduling time with a pastoral care professional, counselor, or spiritual director; going for a walk, hike, yoga class, swim, or other physical activity that helps you burn off stress; praying or meditating; or giving yourself some time and distance to gain perspective on a situation as appropriate.