

GUIDELINES FOR DIALOGUE

1. **Confidentiality.** “What’s learned here leaves here, what’s shared here stays here”. We want to create an environment where everyone can contribute to the space bravely with the knowledge that what they say will stay in the space (confidentiality).
2. **Our primary commitment is to learn from each other.** We will listen to each other and not talk at each other. We acknowledge differences amongst us in backgrounds, skills, interests, and values. We realize that it is these very differences that will increase our awareness and understanding through this process.
3. **We will not demean, devalue, or “put down” people** for their experiences, lack of experiences, or difference in interpretation of those experiences.
4. **We will trust that people are always doing the best they can. Most of the time**
5. **Expect and accept a lack of closure**
These sessions are meant to start a conversation, encourage us to reflect on and challenge some of our assumptions, and push ourselves to think in ways we may not be used to. We will not come to any “solutions” or “conclusions” in today’s session but instead hope that you continue thinking about the topics and concepts that come up throughout the day, week, year, and on.
6. **Monitor Your Airtime.** Be mindful of taking up much more space than others. On the same note, empower yourself to speak up when others are dominating the conversation