

**Diversity Dialogues Guidelines**  
**Agreed to by OIP Diversity Dialogues group, Spring 2018**

1. Be open and honest.
2. Participate fully (at your comfort level +1).
3. Listen respectfully. Seek to understand. Listen harder when you initially disagree.
4. Share the air time. Consciously recognize how often you are speaking or not speaking.
5. Possess a willingness to learn about yourself and others.
6. Be open to new and different perspectives.
7. Encourage a brave space where there is challenge by choice. Lean in to discomfort.
8. Assume good intent of others. Practice forgiveness.
9. Own the impact of your words & actions, how they landed for someone else.
10. Allow time for feedback.
11. Recognize your triggers. Share if you feel triggered.
12. Respect and maintain confidentiality.
13. Consider permeable boundaries (meaning learning can/should also happen outside the group).
14. Trust that through dialogue, we will reach deeper levels of understanding.
15. Let me mess up & help me fix it.
16. Hold each other accountable for respecting the ground rules. Speak up if a ground rule has been violated.
17. Review guidelines at the beginning of each meeting; distribute to all staff.
18. Consensus is not mandatory.
19. Encourage each other to attend, recognizing that workflow may limit one's ability to participate at times.
20. Celebrate learning and progress.

From Safe Spaces to Brave Spaces reading: Common Rules

1. Controversy with civility
2. Own your intentions and your impact
3. Challenge by choice
4. Respect
5. No attacks