

COMMUNITY NORMS

01

OUR PRIMARY COMMITMENT IS TO LEARN FROM EACH OTHER. WE WILL LISTEN TO EACH OTHER AND NOT TALK AT EACH OTHER. WE WELCOME DIFFERENCES AMONGST US IN BACKGROUNDS, SKILLS, INTERESTS, AND VALUES

02

ASSUME GOOD INTENTIONS, BUT RECOGNIZE IMPACT, AND EMERGENTLY RESPOND TO HARM

03

DEBATE IDEAS, NOT THE INDIVIDUAL SHARING THE IDEA OR PRACTICE

04

ENGAGE TENSION BUT DO SO WITH LOVING KINDNESS TO OTHERS AND TO SELF

05

STEP UP & STEP BACK. 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

06

RESPECT OTHERS' POINTS OF VIEW (EVEN WHEN YOU THINK AND BELIEVE DIFFERENTLY)

07

PRIORITIZE CONFIDENTIALITY. SHARE THE LESSON, HOLD THE IDENTITY/STORY (WHAT'S SAID HERE STAYS HERE). OBTAIN CONSENT

08

BE A CHARITABLE LISTENER. ASSUME ALL YOU ENGAGE WITH HAVE SOMETHING TO TEACH YOU

09

SPEAK OPENLY TO YOUR EXPERIENCES, VALUES, & PERSPECTIVES