

Diversity, Equity, and Inclusion (DEI) Committee Guidelines for Interaction

1. Create a brave learning space
2. Acknowledge harm and impact of your behavior/comments
3. Discomfort is welcome
4. Respect each other's perspectives
5. If you experience yourself making judgments, ask yourself where those feelings came from
6. Listen with the intent to hear and understand, rather than to respond
7. Stay engaged
8. Consider your privilege
9. Step up, step back
10. Stories told stay here, knowledge leaves
11. Speak your truth--share your experiences, use "I" statements
12. Expect and accept non-closure
13. Center the experience of systemically non-dominant people in this space