**ISP Committee Meeting Norms**

• Stay confidential (the space is safe because it is protected). Do not share stories or experiences that are not yours.

• Assume good intent, but attend to impact.

• Be aware of your privilege.

• Step Up/Step Back

• Hold space (listen actively and stay mentally engaged).

• Get comfortable with being uncomfortable.

• Allow yourself to be vulnerable (share at the level you feel comfortable with).

• Agree to disagree (do not be afraid to respectfully challenge one another by asking questions, but refrain from personal attacks and focus on ideas).

5.14.21