



Institute for Credentialing Excellence

Diversity, Equity & Inclusion Committee Ground Rules

- I. This is a safe space for personal experience.
- II. Listen actively and stay mentally engaged-- respect others when they are talking.
- III. Speak from your own experience instead of generalizing ("I" instead of "they," "we," and "you").
- IV. Do not be afraid to respectfully challenge one another by asking questions, but refrain from personal attacks -- focus on ideas.
- V. Participate to the fullest of your ability -- community growth depends on the inclusion of every individual voice.
- VI. Instead of invalidating somebody else's story with your own spin on her or his experience, share your own story and experience.
- VII. The goal is not to agree -- it is to gain a deeper understanding.
- VIII. Be conscious of body language and nonverbal responses -- they can be as disrespectful as words.
- IX. Get comfortable with being uncomfortable.