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.