



## Talbot Family Network Workshop Ground Rules and Norms

There are ground rules for participating in Talbot Family Network workshops and conversations. Recognizing that learning processes are dynamic, we seek to create brave and “safer spaces” (Burton, 2010) and empower participants in their journey of growth and action. Please review these before registering and participating in one of our learning experiences. Participants must provide their name and email address to take part in TFN-sponsored workshops and events.

- ✓ **Be respectful.**  
Listen actively and treat other participants' reflections and questions with respect. Practice civility: seek to understand, focus on ideas, and refrain from personal attacks.
- ✓ **Calling in vs. calling out**  
Much like calling out, calling in aims to get a person to change their oppressive behavior or comments. The primary difference is that calling in is done with a more compassion and patience.
- ✓ **Own your experience. Use “I” statements.**  
Speak from your own experience. (“I” instead of “they,” “we,” and “you”). We agree that no one should be required or expected to speak for their whole race or gender.
- ✓ **Honor confidentiality.**  
Stories shared here stay here. Take the lessons with you.
- ✓ **Share the air.**  
Share responsibility for including all voices in the discussion. If you have a tendency to dominate discussions, take a step back and help invite others to speak. If you tend to stay quiet, challenge yourself to share so others can learn from you. If you are exceedingly quiet, expect that the facilitator or trainer will call on you to participate.
- ✓ **Be polite.**  
Limit cellphone use, side bar conversations, and multi-tasking to session breaks. For virtual programs, keep your camera on. For some virtual events, your on-screen presence and full audio participation may be required.
- ✓ **Be open-minded and nonjudgmental.**  
Assume everyone’s good intentions but also acknowledge the impact of saying something that hurts someone else, even if it is unintended.
- ✓ **Engage authentically.**  
Participate to the fullest of your ability -- community growth depends on the inclusion of every individual voice.
- ✓ **Seek to learn.**  
Everyone should participate to learn, grow, and share, acknowledging that we may be at different stages of learning. Trust that people will do the best they can. We all make mistakes and have bad days; when these occur, let us challenge and encourage each other to do better.
- ✓ **Embrace discomfort.**  
Accept discomfort as essential for growth. Notice your own defensive reactions. Hold your opinions lightly and with humility. Be open to changing your mind, and make space for others to do so.