

Conversation on Race

Group Norms

<p>1. Be present and actively participate (rather than observe); prioritize our time together as an active contributor.</p>	<p>2. Listen respectfully, without interrupting.</p>	<p>3. Do not expect resolution to all questions on today's subject. Instead, be open to a journey of questions and ongoing learning.</p>
<p>4. Speak from your own lived experiences/ share your own unique observations</p>	<p>5. Commit to learning, not debating. Comment in order to share information, not to persuade.</p>	<p>6. Listen actively and with an ear to understanding others' views.</p>
<p>7. Challenge ideas, not individuals.</p>	<p>8. Avoid making assumptions about social groups; do not ask individuals to speak for their (perceived) social group.</p>	<p>9. What is shared here stays here. Take the lessons with you. Leave behind what others share.</p>
<p>10. Center race. Notice when the conversation moves away and re-center it.</p>	<p>11. Seek to learn about yourself.</p>	<p>12. Practice moving outside of your comfort zone. Experience discomfort.</p>

These are the norms for remaining in this space/event.

Do you have any questions? | Do you have anything to add? | Will you accept these?