

Group Agreements

- **Speak personally**, for yourself as an individual.
- **Avoid assigning intentions, beliefs, or motives** to others.
- **Assume positive intent.**
- **Ask others questions** instead of stating untested assumptions.
- **Honor each person's right to "pass"** his/her turn.
- **Allow others to finish** before you speak.
- **Share "air time"** – use the guideline of "you then two."
- **Respect all confidentiality or anonymity requests.**
- **Stay on topic.**
- **Call people and groups by the names and pronouns they prefer.**
- **Honor new voices.**

Proposed Guidelines for Conversations re: Equity

- **Acknowledge that racism is a problem.** This is the starting point of the conversation.
- **Assume good intentions.** Everyone is in this room because they desire to learn and to make things better.
- **Acknowledge emotions up front, but do not let them overtake the conversation.** It is important that people be allowed to express how they feel and for people to be okay with discomfort.
- **Take care of yourself; take care of the group.**

Adapted from <https://diversity.missouri.edu/education/handouts/facilitation-guide-dept-race.pdf>