

GOAL: Building Relationships of Commitment & Trust

Foundational Guidelines

Statement

RESPECT. I ask that learners be sensitive to not use language that intentionally demeans or is otherwise harmful to individuals or groups. I realize one is not always aware of what language is and is not trying to be hurtful. The college experience is about exploring and respecting diverse ideas, experiences, values, and communication styles. All comments deserve respectful listening. You are not expected to agree with everything but you have to respectfully listen to other learners' views. Also realize that intend does not equal impact. We can offend others without intending to. Should that happen, I trust you will apologize and acknowledge your mistake.

Example of Guidelines

- Be open
- Speak your truth
- Acknowledge and apologize if a mistake is made
- Give each other the benefit of the doubt - We are all doing the best we can most of the time
- Share space, especially when it is hard to do so
- Ask before making assumptions
- Listen actively
- Be present
- Seek 1st to understand, then to be understood
- Step Up / Step Back
- Just because you are does not mean you understand
- Conflict ~~is~~ & discomfort are a part of growth
- Practice forgiveness & letting go

* notes added from Rev. Dr. Jamie Washington's presentation to faculty on diversity, equity & inclusion