

Community Norms

- Listen with Purpose
- Participate with Presence
- Speak From Own Experience and Use “I” Statements
- Be Open to New and Different Perspectives
- Respect and Maintain Confidentiality
- Practice Holding Complex Thoughts & Feelings
- Notice What’s Happening in Your Body
- Notice When Judgement Arises
- Be Curious

The Four Agreements for Courageous Conversations

1. Stay Engaged

Staying engaged means remaining morally, emotionally, intellectually and socially involved in the dialogue

2. Experience Discomfort

This norm acknowledges that discomfort is inevitable especially with identity and that participants make a commitment to bring issues into the open.

3. Speak your truth

This means being open about your thoughts and feelings and not just saying what you think others want to hear.

4. Expect & accept non-closure

This agreement asks participants to “hangout in uncertainty” and not rush to quick solutions, especially in relation to identity understanding