



NORMS FOR POTENTIALLY POLARIZED CONVERSATIONS

BE MORE CURIOUS THAN CERTAIN.

Our primary commitment is to **learn from each other**. We will listen to each other and not talk at each other. We acknowledge differences amongst us in backgrounds, skills, interests, and values. We realize that it is these very differences that will increase our awareness and understanding through this process. We will look for opportunities and create space to get our partner talking and share the air.

ASSUME BEST INTENTIONS.

Trust that people are doing the best they can and that everyone is attempting to balance being honest, vulnerable, and imperfect with standards of perfection, mastery, and survival.

CHALLENGE THE IDEA. NOT THE PERSON.

If we wish to challenge something that has been said, we will challenge the idea or the practice referred to, not the individual sharing this idea or practice.

REDEFINE THE TERM "SAFE SPACE".

Conflict and discomfort are often a part of growth. Make sure to differentiate between feelings of discomfort and experiences with conflict and being unsafe.

TRUST THE PROCESS.

The journey to our destinations offer us the chance to gain insights about ourselves and others. These insights help us grow and change and contribute to our cohesion, offering us opportunities for gratitude and appreciation on the way to goal achievement.

BE RESPONSIBLE FOR YOUR CONTRIBUTIONS AND OWN YOUR IMPACT.

Whatever you share is your responsibility, in person, in our written discourse, or on social media. Take responsibility for your contributions and own the impact they make.

**NORMS ARE ONLY POWERFUL
WHEN LIVED EVERY DAY**