



DIVERSITY  
COLLABORATIVE

# NORMS

## PRACTICE AND PROMOTE PSYCHOLOGICAL SAFETY:

This is a safe forum to speak your truth; Say it kindly. "Masks" are not needed here; your authentic self is welcomed.



## SPEAK OUT AND CALL IN: EVERY VOICE IS VALUED!

This includes unique and diverse thoughts, accents, languages, and ideas. Welcome ideological conflict; disagree with dignity and respect.

## LISTEN WITH INTENTION TO LEARN AND UNLEARN:

Open Mind, Open Heart, Open Will; Listen for Understanding; Practice suspending judgement and avoid defensiveness.



## PRACTICE INQUIRY:

Adopt a Learning Stance: Seek first to understand, rather than persuade.

## EXAMINE PRIVILEGE:

Consider Bias: Be open to examine our privileges & our biases, be open to discomfort. Good intentions can masquerade as injustices. Distinguish intent from impact.



## STAY BRAVE:

Interact, participate, and engage.