

## Equity and Inclusion North Bay - Rules of Engagement

1. Speak only from personal experiences, appreciate the gift of others sharing their personal experiences.
2. Be open to new and different perspectives and increasing your knowledge base
3. Support team members when they are brave enough to be vulnerable, share your vulnerability
4. Help create a brave space where our comments are directed at discrimination and oppression, and how we are impacted by it. Look for the bigger picture in our community.
5. Participate fully, honest and authentic, step out of your comfort zone and get comfortable in your discomfort, as with discomfort comes new learnings
6. Engage each other respectfully, engage yourself respectfully
7. Don't freeze frame others, trust that we do better as we know better.
8. Be willing to own your impact with the same eagerness that you own your intent.
9. Keep individual stories confidential.
10. Listen to learn, not debate or defend, listen harder when you initially disagree, we won't learn anything new from being defensive
11. Seek to build a cooperative rather than a competitive team
12. Work toward shared goals rather than individual ones
13. Exchange accurate information rather than stereotypes or misinformation
14. Interact on an equal footing with each other rather than an imbalanced or unequal one
15. Take active responsibility for building and supporting intergroup harmony.
16. Strive for an authentic sense of unity or connectedness with ALL humanity
17. Trust that through honest dialogue we will reach deeper levels of understanding.
18. Know that this is an ongoing process, not a destination, so we won't be finished
19. Commit to continue to do our own self work around our triggers, every day, all day
20. Be the voice of those who don't have a voice around you