

San Anselmo Racial Equity Ad Hoc Committee

Ground Rules for Respectful Conversations

1. Listen actively -- respect others when they are talking.
2. Speak from your own experience instead of generalizing ("I" instead of "they," "we," and "you").
3. Participate to the fullest of your ability -- community growth depends on the inclusion of every individual voice.
4. It is OK to disagree—a difference of opinion can lead to deeper understanding.
5. Assume positive intent.
6. Although no one experience or example will prove accurate 100% of the time, we will try to hear the truth in what is said instead of looking for exceptions to the case.
7. Acknowledge the impact that saying something can hurt someone else, even if it is unintended and includes people not attending as these meetings are recorded and will be publicly available.
8. Allow others to learn what you already know.
9. Maintain your personal boundaries and respect others' boundaries.

From the Equity Literacy Institute, EdChange project, New York Metropolitan Synod and Racial Equity Alliance. May 2021