

Norms

Partnership

- ▶ Keep students first
- ▶ Value differences
- ▶ Avoid villainizing people you disagree with
- ▶ Articulate thoughts and perspectives of those not in the room
- ▶ Honor individual safety
- ▶ Believe one another

Pre-work

- ▶ Will only be assigned when relevant
- ▶ Is expected to be completed

Participation

- ▶ Be willing to go into the uncomfortable or unknown
- ▶ Support opportunities for all to speak (WAIT: why am I talking?)
- ▶ Use “I” statements
- ▶ Establish tenets and values before making decisions
- ▶ Speak up when you experience a negative impact: “ouch”, “spinach in the teeth”
- ▶ Take responsibility for your impact: “oops”
- ▶ Move forward vs rehashing prior decisions



“We are here for a positive and productive outcome.”