

Ground rules for discussion room

Please make sure you can follow these before engaging in the group discussion

1. **Be respectful of each other at all times.**

- a. If you can not abide by the rules of the space you will be asked to leave.

2. **One person speaks at a time.**

- a. That means one person speaks at a time. No side conversations. The facilitator may use an actual "Talking Stick" if necessary.

3. **Do not interrupt each other.**

- a. What you have to say is not more important than letting a person finish their thought. Yes even when you think they are wrong. Especially when you think they are wrong, wait your turn to speak.

4. **No personal attacks.**

- a. We are here to build understanding and community. Call out behaviors not an individual's character.
- b. Derogatory comments grounded in racism, sexism, homophobia, or any other form of bigotry will not be tolerated. You will be warned once.

5. **Step up/Step Back**

- a. If you have spoken more than once before everyone else has spoken, its not your turn to speak
- b. If you have not yet participated in the conversation, please do
- c. If you notice someone dominating the conversation, use your speaking turn to remind everyone of this rule

6. **We are looking to help each other learn.**

- a. Offer solutions grounded in mutual support.

7. **Take ownership over your ideas and volunteer to implement the idea of others.**

- a. "What we need to do..." is not an action proposal.