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.

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.

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.