

CONSIDERATIONS & REFLECTIONS FOR INCLUSIVE CONVERSATIONS:

1. How does my presence and participation contribute to safety (vulnerability, authenticity, etc.) within the group... the empowerment of myself, others, mutuality, and power sharing?
2. How many times do I speak and for how long?
3. How well do I invite others to share their perspectives?
4. Do others in the group know me well enough to feel safe in my presence?
5. Do I demonstrate respect for differences, validating the experiences of others without diminishing my own presence, participation, and unique perspectives?
6. Am I clear about my own and others' boundaries related to disclosure and do I respect the limits established by others in the group?
7. Am I assuming some responsibility as a co-facilitator as well as a participant and learner?

TIPS TO ENGAGE IN INCLUSIVE CONVERSATIONS...

1. Speak for yourself and your experience. Assert what's true for you and acknowledge it as such.
2. Ask questions and listen to understand more/better (not to respond or win).
3. Remember you are ALWAYS communicating, whether we intend to or not, non-verbal and verbally.
4. Reflect back what is being said. Use their words, not yours. Check for understanding.
5. Begin where they are, not where you want them to be.
6. Be curious and lean into the data that refutes your beliefs; don't shy away from it. Find new sources.
7. Check for intent, impact, and desired outcome.
8. Avoid micro-inequities (small acts resulting in an indignity). e.g "Michelle Obama was so articulate!"

9. Stay with the process and the relationship, not just the answers/solution.
10. Pay close attention to others' reactions to your statements and genuinely invite them to challenge your perspective to help you grow.

IN CHALLENGING CONVERSATIONS, TRY TO AVOID...

- Expressing your opinion as a fact. It can undermine your credibility.
- Pseudo listening... halfway listening... selective listening. It's noticed.
- Hogging the conversation—making it about you and/or your opinion.
- Over-advocating, convincing, arguing, debating, rebutting, judging, etc.
- Being a silent bystander – especially if you share the privilege of the offender.
- Ignoring the assumptions and stereotypes in your thinking.
- Ignoring an irresponsible or offensive statement. It comes across as an endorsement.
- Minimizing/maximizing language.

TRY SAYING/ASKING...

- *If I am about to make a mistake, will you tell me?*
- *We may have different perceptions about _____. I'd like to hear your thinking on this.*
- *I am confused by that. Would you mind helping me think it through?*
- *What do we need to do differently to get to a point of mutual understanding?*
- *I have a hard time holding that sentiment because I believe . . .*
- *As you say that, I'm simultaneously conscious of another perspective...*
- *I don't think we use that word/phrase anymore. It can mean...*
- *I'm not the right audience for that comment.*
- *What informs your perspective on that?*
- *What do you mean by that?*
- *Actually, my experience has been . . .*
- *I'm sure you don't know that comment could offend . . .*
- *Based on what you've said, I believe we share _____.*