1. **Confidentiality.** Share what you learned, not what you heard.

Community Guidelines

s

1. **Our primary commitment is to learn from each other.** We will listen to each other and not talk at each other. We acknowledge differences amongst us in backgrounds, skills, interest, and values.
2. **We will not demean, devalue, or “put down” people** for their experiences, lack of experience, or different interpretation of those experiences.
3. **We will trust that people are always doing the best they can.**
4. **Challenge the idea not the person.** We will challenge the idea or the practice referred to, not the individual sharing this idea or practice.
5. **Speak your discomfort.** If something bothers you, please share this with the group. Often our emotional reactions to this process offer the most valuable learning opportunities.
6. **Monitor your airtime.** Be mindful of taking up much more space than others. On the same note, empower yourself to speak up when others are dominating the conversation.
7. **Maintain a safe atmosphere.**

**Do we agree with these as a group? Any changes or additions?**