

Ten Working Agreements for Discussions on Race

1. We share our perspectives thoughtfully, bravely and respectfully
2. We take others at their word about how they feel and what they believe. We acknowledge that each of us is the expert on our own experience.
3. We assume good intentions from each member of the group, even when we disagree.
4. We discuss a person's feeling and experience with respect.
5. When we hear ourselves disparaging another's ideas or feelings, we silently acknowledge our own feeling, and then work to understand that person's experience and viewpoint.
6. We discuss our own experience, reactions, feelings rather than the other person's actions or motives or meanings.
7. We balance participation, neither dominating nor staying quiet.
8. We help each other work through issues seeking to understand both how an issue began – when that feels important -- and how it can be resolved. We explore together what movement on each side of an issue would help us reach resolution.
9. If we have prepared ideas or remarks, we put them aside to listen and speak from the heart.
10. If we're not sure we understand what has been said, we ask. If we are asked to explain our own remarks, we do so patiently.