

## Learning Guidelines

Prior to race and racial dynamics activities and dialogues, discuss the Learning Guidelines to create shared learning expectations and behaviors.

- Be Open and Honest!
- Participate fully
- Speak from personal experiences: use “I” statements to share thoughts and feelings
  - Listen respectfully
- Move in, move out; share airtime; encourage others to participate
  - Be fully present
    - Be open to new and different perspectives
    - Take risks: lean into discomfort; be brave
    - Respect and maintain confidentiality
  - Notice and share what’s happening in the group, in you
    - Recognize your triggers; Share if you feel triggered
- Trust that through dialogue we will reach deeper levels of understanding
  - Embrace this opportunity!

***Paper Clips Communications In***