**GROUP NORMS**

*Suggestions for establishing norms before dialogues*

**Group Guidelines for intercultural and interracial dialogues:**

* Enhancing a safe, supportive and respectful atmosphere on campus.
* Supporting voluntary sharing about one's own feelings, experiences, perceptions, etc.
* To make I statements. To give full attention to whomever is talking, without interrupting. To avoid criticism or judgement about another person's sharing, point of view, and/or feelings.
* We as a group will not always going to agree or see everything the same way and we want to embrace that that's O.K.
* We aim to avoid getting tied up in prolonged debate and argument. It rarely changes anything or anyone and tends to ultimately inhibit the constructive culture of dialogue.
* We cannot change others. However, as faculty and staff we are role models, and our change and growth may, however, inspire someone else.
* We will surely make mistakes in our efforts, but mistakes are occasions for learning and growing through our vulnerability.
* We aim to welcome challenges as learning opportunities in a manner that cultivates deeper self awareness, and understanding of the ‘Other’.