

Five Strategies for Leading Conversations around Inclusive Excellence

- 1) Create a safe space by establishing community rules and expectations, such as:
 - i) Respectfully listen to and dialogue about your perspectives and those of others and ASSUME BEST INTENTIONS!
 - ii) Aim to respond rather than react
 - iii) This is meant to be a Safe Space to dialogue about challenging topics; do not assume that it is also a comfortable space
 - iv) Be open-minded and willing to embrace new ideas and strategies
 - v) What is shared should remain in this space, please respect confidentiality
 - vi) Please participate as much as you are comfortable and able. Your questions and comments enrich what you and others gain from this workshop.
- 2) Be authentic and vulnerable and speak from your lived experiences (while acknowledging that those experiences have limitations)
- 3) Be prepared for and open to the conversation going several different ways
 - i) Complete silence
 - ii) Expression of intense and varied emotional reactions
 - iii) Nothing feeling “solved”
- 4) Be an ally/advocate/sponsor in that space. Be prepared to assert yourself and protect individuals if the conversation gets away from the established rules and expectations
- 5) Bring closure to the conversation to help navigate the emotions in the room.
 - i) Maybe take a piece of paper and record people’s feelings so they can be addressed in the next meeting or something similar. While the conversation may have been difficult, express your appreciation for those who allowed themselves to be vulnerable and share their emotions.

Suggested Zoom Etiquette Guidelines

- 1) When you are not speaking, please mute your mics to prevent distracting background noise/sound interruption, but feel free to unmute yourself when you need to speak
- 2) When speaking, you may need to pause briefly to avoid potential delays between your audio and Zoom
- 3) Please feel free to use the chat function for additional discussion opportunities with the group
- 4) As you are willing and able, please turn your video on so that we can benefit from/gauge your responses.