

Ground Rules

We are Each Responsible for Ourselves

Our primary commitment is to learn and achieve understanding from discussion facilitators, from each other, from materials, and from our work.

We acknowledge that racism, sexism, ageism, ableism, classism, heterosexism, and other forms of oppression exist.

We will not Blame or Shame Self or Others

Victims are not to be blamed for their oppression.

We will not demean, devalue, or trivialize anyone or any group for their experiences or perspectives.

We assume that people are doing their best to participate in dialogue and to behave in an antiracist way.

We acknowledge that one of the consequences of racism is the systemic misinformation we have been taught about all groups of people.

We will Appreciate how we are Different

We will be held accountable for repeating misinformation after we have heard and learned otherwise.

We have an obligation to challenge the myths and stereotypes about our own groups and other groups.

We will actively pursue opportunities to learn about all groups of people, yet not enter or invade another's privacy when unwanted.

We will Respect Confidentiality

We agree to respect confidentiality and to request it when needed.

We will not repeat another's story without their permission.