# Engaging Guidelines

1. Be open and honest as you share.
2. Anticipate your possible impact before you speak.
3. Participate fully, even if that means you’re out of your comfort zone. Expect discomfort as you’re learning.
4. Speak from personal experience.
5. Listen respectfully; listen to learn and believe.
6. Seek to understand; expect disagreement; and listen harder when it happens.
7. Share airtime: Move in to share, move out to listen
8. Be fully present.
9. Be open to new perspectives.
10. Explore impact and take responsibility for your words and actions; acknowledge intent behind actions, only if useful to deepen understanding.
11. Expect people to learn and grow; don’t freeze-frame others\* or judge them on only on comment or behavior.
12. Take risks; be brave; engage.
13. Respect and maintain confidentiality.
14. Notice and describe what you see happening in the group and in yourself.
15. Recognize your hot buttons and triggers; share if you feel triggered; circle back and

check in on people who felt triggered.

1. Trust that dialogue will take us to deeper levels of understanding and acceptance.
2. Engage and embrace this opportunity; we won’t be finished.

\* From Kaplowitz, Griffin & Seyka (2019). *Race Dialogues: A Facilitator’s Guide to* *Tackling the Elephant in the Classroom*, pg. 32, Teacher’s College Press.