

Group Communication Agreements

Inspired by the Four-Fold Way
Angeles Arrien  <http://angelesarrien.com>

SHOW UP.

Showing up with your “full” self means not only bringing your head to the work, but also your heart.

Talking about and working through issues of race, class, culture and equity requires both “academic” and emotional intelligence.

The discussion/work gets easier with practice!

PAY ATTENTION TO WHAT HAS HEART & MEANING FOR YOU.

Pay attention to what resonates and affirms you in the conversation.

Pay attention to what rubs you the wrong way. Both of these things are equally important.

If a value or belief is “rubbed” the wrong way, use it as an opportunity to pay attention with wonder and curiosity instead of blame, judgment, shame, or guilt.

A new learning may occur.

TELL YOUR TRUTH.

We each have our own “truth” based on history, experiences, values and beliefs.

Remembering that people can have a shared experience, yet all will have different feelings, responses and interpretations to that “single” experience and are all true at the same time.

BE OPEN TO OUTCOME, NOT ATTACHED.

Be open to the myriad of learning outcomes that are possible as you explore diversity, equity and inclusion.

The richest learnings may not be what we originally expected.

Understanding the complexity of equity is a journey.

It will take focused time to get us to a new place of understanding.

Adopted by Dr. Claire Oliveros, Vice President of Institutional Equity & Research and Planning and developed from the work of Keisha Edwards, Senior Consultant, InterChange Consulting. September 2019.