**Guidelines for Interaction\***

1. In every way, we will work to create a safe atmosphere for open discussion.

2. We will recognize the uniqueness of each individual.

3. We will do our best, and assume that others are doing their best, too.

4. We acknowledge that sexism, racism, ageism, heterosexism, and other types of discrimination have most often been systematically taught and learned.

5. We cannot be blamed for information we have learned, but we will be held responsible for repeating misinformation after we have learned otherwise.

6. We will try to enact humility regarding ways that we are privileged, but others may not be.

7. We will honor others’ expertise on their own reality, even as we acknowledge that reality is socially constructed, and therefore subject to differences between and within social identity groups.

8. We will share information about our own groups, and we will NEVER demean, devalue or in any way put down others for their experiences.

9. We each have an obligation to actively combat the myths and stereotypes about our own groups and other groups so that we can break down walls that prohibit group cooperation and group gain.

10. Some content in this process is emergent. Each of us has to be involved not only in determining content, but in explicitly reflecting on what counts as knowledge, how learning takes place and our own roles in this process. The "bank" from which content is drawn includes the social reality of our lives: it may range from the very immediate context of the workplace itself to family and community content to broader political issues.

11. The leader’s (chairperson’s) role is to act as a problem-poser, facilitating the process of uncovering important issues and reflecting on them, in addition to sharing knowledge and skills. Because all participants are experts on their own reality and learning style, the leader or chairperson is a co-learner.

12. We will become lifelong learners, continually accepting differences among diverse populations.

\*Adapted from: <http://www.d.umn.edu/~hrallis/courses/1100sp04/index.html>

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April, 2018

