



DEI
DIVERSITY, EQUITY,
AND INCLUSION



Rules of Engagement

It is important to set the stage for productive conversation anytime you are facilitating a DEI session. This will frame up the rules by which a potentially difficult conversation can take place. You can use the list below or start with a clean slate and ask the audience what rules they would like to see to have a productive, yet honest conversation. This list can act as a social contract or pact for the group. If someone were to stray from these rules of engagement, the facilitator can provide a reminder to stay within the agreed upon rules.

Guidelines for Interaction

1. Be open and honest
2. Listen and be respectful
3. Be engaged
4. Open to “different”
5. Platinum rule
6. Step up! Step back!
7. Be willing to make mistakes
8. Confidentiality
9. Right to pass
10. Accountability: for yourself and each other
11. Meet people where they are
12. Give feedback with kindness
13. Receive feedback graciously
14. No shaming, blaming, or guilt
15. Assume good intent

Explanations for some of the items above:

#5 Platinum Rule: If the Golden Rule is do unto others as you’d like done to you, the Platinum Rule is do unto others as they’d want it done. How does one achieve this? Listening, observing, and asking.

#6 Step up! Step back! If you are the type of person that likes to volunteer and speak up, if you notice you have answered or shared the last 3 times the facilitator has asked a question, then next time, step back so that someone else can share. If you are the type of person who doesn’t typically speak up to share, consider taking a risk to step up and share.

#8 Conversations that take place are not to be shared outside of the group unless given permission.

#9 If you're in an all sharing situation and you don't wish to, you always have a right to pass.

#11 Some individuals are very comfortable discussing a topic. Others may not be. Give each other grace and allow for listening and understanding regardless of where someone might be on a topic.

#14 There is no room in the conversation for these 3 things.

#15 We are going to make mistakes and we are going to say the wrong things. Always assume someone is coming from a place of good intent.