

Ground Rules for D5100 Discussion on Racial Justice Zoom Call

Please familiarize yourself with these ground rules prior to the D1500 Discussion on Racial Justice Zoom call. We seek to be intentional in enabling a welcoming and respectful environment. In order to foster this, we need everyone to show up ready to learn and listen.

Center Black, Indigenous and People of Color (BIPOC): The nature of these conversations affect people of color who have experienced racial injustice on a much more personal level. Please keep this in mind as you participate with your own perspective.

No Self-Promotion: Please refrain from any personal or Rotary promotion that takes focus away from topics at hand.

Recognize: We recognize that we must strive to overcome historical and divisive biases, such as racism and sexism, in our society.

Acknowledge: We acknowledge that we are all systematically taught misinformation about our own group(s) and about members of other groups. This is true for everyone.

No Blame: We agree not to blame ourselves or others for the misinformation we have learned, but to accept responsibility for not repeating misinformation after we have learned otherwise.

Respect: We agree to listen respectfully to each other without interruptions. Only one person speaks at a time. However, this does not mean we should ignore problematic statements.

Individual Experience: We agree that no one should be required or expected to speak for their whole race or gender. We can't, even if we wanted to.

Trust: Everyone has come to the table to learn, grow, and share. We will trust that people are doing the best they can; we all make mistakes. Let's challenge and encourage each other to do better. We acknowledge once again that we may be at different stages of learning on the topic.

Share the Air: Share responsibility for including all voices in the discussion. If you have a tendency to dominate discussions, take a step back and help the group invite others to speak. If you tend to stay quiet, challenge yourself to share ideas so others can learn from you.

Not Experts: The hosts are not experts. They are here to help facilitate the process. They and everyone in the group are here to learn.

Ask for help: It's okay not to know. Keep in mind that we are all still learning and are bound to make mistakes when approaching a complex task or exploring new ideas. Be open to changing your mind, and make space for others to do so as well.

Ground Rules Credit: Iowa State, White Fragility Discussion Ground Rules
<https://instr.iastate.libguides.com/c.php?g=869437&p=6240385>