



Charter and Norms

1. We are where we are
2. Not a blame session – learning and growing together
3. Manage your guilt (fragility)
4. Keep an open mind
5. Assume good intentions
6. Name and notice triggers
7. Speak for only you
8. Practice equity of voice
9. Be Brave
10. Be present and in the moment

Equity Work

I will say something wrong

You will judge me, or something I say

There is no perfect

“Your words are measured at the listener’s ear, not the speaker’s mouth”
–Kim Scott