

Conversations about Diversity & Inclusion within COE

Ground Rules for Faculty & Staff Engagement

To ensure the respect and protection of everyone during this conversation, we ask that you agree to help us maintain a “gracious space.” In this gracious space, we acknowledge that there may be some uncomfortable moments given the nature of the conversation.

As a faculty member or professional staff member, I understand that we are all learning and I agree:

- to allow and respect that this conversation should be driven as vehicle to learn more about the student experience in hopes of improving our shared environment;
- to be open minded in my thoughts and listen without judgement;
- that difference is welcomed and I understand that everyone’s experience is unique;
- To act respectfully and grant respect towards others;
- that I may respectfully disagree with anyone in the conversation without using belittling or hurtful language;
- to operate in a spirit of grace; grace in my own actions and to bestow grace to others with the understanding that we all are imperfect, and we are all learners in the process.

My role in today’s conversation is to ensure that the voices of students are elevated by limiting my own comments, keeping speaking to a minimum and prioritizing the need for students to be heard.