

May , 2002

Oakland, California



LEADING BY EXAMPLE PEER NETWORK

Diversity, Inclusion, & Equity in Community Foundations

East Bay CF Home Team

Discussion Ground Rules

For The Group:

- Everyone Gets a Fair Hearing
- Seek First To Understand: Then to be Understood
- One Person Speaks at a Time; Share “Air Time;”
- Work Through a Facilitator who is Entrusted with Insuring One Person Speaks at Time
- Conflict Should Not Be Personalized (Don’t Label, Stereotype, or Call People Names)
- Honor Your Own Emotions & Those of Others
- Make a Commitment to Each Other's Learning (If issues arise between you and someone else, make time after the discussion to better understand the issues and the exchange)
- Confidentiality & Amnesty (Don’t use anything you hear today against your colleagues)

For Ourselves:

- Be An Active Listener
- Be Aware of How I Am Using “Air Time”
- Speak Your Truth, Not For Others (I Statements)
- Don’t Expect Every Issue/Concern Raised Today will be Resolved Through this One Discussion
- Be in Your Most Respectful Place (defined by your own history)