

Multicultural Faculty Fellows

Agreements

- Leave titles and entitlement at the door
- Shifting awareness
 - Be aware of power differences and relationships
 - Remember that “we” are often the people we are talking about
 - Not “us” vs. “them”
 - We embody the literature
 - Recognize the diversity within our own group
 - Recognize the missing voices in our group
- Listen
- Paraphrase (check for understanding)
- Assume the best
- Disagree without getting personal
- Focus on the idea (do not evaluate the person)
- Each member has the responsibility of not taking things personally
- Say what you want to say and know it won’t come back to bite you
- Honor all our ways of being
- Trust ~ Building a sense of safety/ Build relationships and a sense of community
- Confidentiality: How do we embody confidentiality?
 - “I heard a colleague say.....” rather than “A colleague said.....”
 - Theme vs. Gossip (stick to the topic)
 - Having a process for mediation
 - In the event that confidence is breached please talk with the individual first. Then decide whether to come to the group first.
- Work toward being able to understand multiple perspectives
- Recognize our own biases and work to challenge these lenses
- Remember that we are all learners
- It is ok to be vulnerable
- Remember how easy it is to misinterpret emotions
- “In my experience...” telling my own story
 - Using “I” statements
- Embodied practice