

## GUIDELINES FOR DIALOGUE / COMMUNITY EXPECTATIONS

***Be true to yourself.*** We want to create an atmosphere for open, honest exchange.

***Commit to learning from each other.*** Listen to each other and acknowledge that we all come from different backgrounds, skills, interests, abilities, and values. We realize that it is these very differences that will increase our awareness and understanding through this process.

***Acknowledge each other's experiences.*** We will not devalue people for their experiences, lack of experiences, or difference in interpretation of those experiences.

***Trust that others are doing the best they can.*** We will try not to 'freeze people in time' but leave space for everyone to learn and change through our interactions with one another.

***Challenge the idea and not the person.*** If we wish to challenge something that has been said, we will challenge the idea or the practice referred to, not the individual sharing this idea or practice.

***Speak your discomfort.*** If something is bothering you and you are open to sharing, please share it with the group. Often our emotional reactions to this process offer the most valuable learning opportunities.

***Step Up, Step Back.*** Be mindful of taking up much more space than others. On the same note, empower yourself to speak up when others are dominating the conversation.

(adapted from the University of Michigan Program on Intergroup Relations, IGR)

## HELPING TO PREPARE YOURSELF AND OTHERS FOR CREATING A CALLING-IN CULTURE

### Establish Community Agreements

Examples are:

- No blaming, no shaming
- Confidentiality if stories are shared
- Courage to interrupt if something is going amiss or being left unsaid
- Voices, thoughts, ideas, experiences welcome
- Pay attention to what moves you; use oops and ouch

### Set Expectations

Examples are:

- Listen and learn
- Be fully present: attentive to oneself and others
- Share what you can
- Not everything will be covered
- We are perfectly imperfect

Calling Out Culture	Calling In: Praxis of the Heart
<p><u>Call-out culture</u> refers to the tendency among progressives, radicals, activists, and community organizers to publicly name instances or patterns of oppressive behavior and language use by others. People can be called out for statements and actions that are sexist, racist, ableist, and the list goes on. Because call-outs tend to be public, they can enable a particularly armchair and academic brand of activism: one in which the act of calling out is seen as an end in itself...</p>	<p>“Calling in as a practice of loving each other enough to allow each other to make mistakes; a practice of loving ourselves enough to know that what we’re trying to do here is a radical unlearning of everything we have been configured to believe is normal.”  - Ngọc Loan Trần</p>
<p><b>In the context of “call-out” culture:</b></p> <ul style="list-style-type: none"> <li>• It is easy to forget that the individual we are calling out is a human being</li> <li>• Different human beings in different social locations will be receptive to different strategies for learning and growing</li> <li>• One action becomes a reason to pass judgment on someone’s entire being</li> <li>• Call-out culture can end up mirroring what the prison industrial complex teaches: to banish and dispose of individuals rather than to engage with them as people with complicated stories and histories</li> </ul>	<p><b>In the context of Calling In Culture:</b></p> <ul style="list-style-type: none"> <li>• Stay Responsible for your feelings</li> <li>• Identify unconscious biases (conversation filters)</li> <li>• Be mindful of personal power and privilege</li> <li>• Provide Micro-affirmations</li> <li>• Allow for mistakes to happen</li> <li>• Think about what makes your relationship with this person important.</li> <li>• Engage in dialogue including clarifying values and checking your personal perception</li> </ul>

**Resources:**

Derald Wind Sue. 2010 Macroaggressions in Everyday Life. J. Wiley & Sons, Inc: New Jersey.

Glenn Singleton & Curtis Linton. (2015) Courageous Conversations about Race: A Field Guide for Achieving Equity in Schools. Sage Publications: Thousand Oaks CA.

Ngọc Loan Trần. Calling In: A less disposable way of holding each other accountable. December 18, 2013. Retrieved from <http://www.bgdblog.org/2013/12/calling-less-disposable-way-holding-accountable/>

Sian Ferguson. Calling In: A Quick Guide on When and How. Retrieved from <http://everydayfeminism.com/2015/01/guide-to-calling-in/>

Identify Unconscious Bias and Microaggressions. Retrieved from <http://www.cookcross.com/docs/UnconsciousBias.pdf>

Learn 5-Why Analysis (Mindtools). Retrieved from [https://www.mindtools.com/pages/article/newTMC\\_5W.htm](https://www.mindtools.com/pages/article/newTMC_5W.htm)

Practice/Integrate Mindfulness. Retrieved from <http://www.mindfulteachers.org/>