# Diverse Community Foundations (Why we do this)

1. Communities are built through building relationships of trust and commitment

2. We are all doing the best we can (most of the time)

3. We don’t know all there is to know

4. Just because you are, doesn’t mean you understand: Just because you’re not, doesn’t mean you don’t understand

5. Oppression is pervasive and impacts us all

6. It is not our fault, but we must accept responsibility to create change

7. Conflict and discomfort are often a part of growth

8. Seek first to understand, then to be understood

9. Practice forgiveness and letting go

10. Self-work, healing and self-love are necessary for acceptance of others

11. Acknowledge, Appreciate, and Celebrate Progress

12. There are no quick fixes

13. Individuals and organizations DO grow and change. There is HOPE

14. We’re better together, and deeply connected soul to soul.

# Engaging Guidelines (How we communicate)

1. Open and honest communication; Anticipate the impact of your comment
2. Participate fully (comfort zone +1); Expect discomfort if learning
3. Speak from personal experience
4. Listen respectfully; Listen to learn
5. Seek to understand; Expect disagreement & listen harder
6. Share air-time: Move in, move out
7. Be fully present
8. Be open to new perspectives
9. Explore and take responsibility for impact; acknowledge intent
10. Expect people to learn and grow; don’t freeze-frame others
11. Take risks; Lean into discomfort; Be brave; Engage
12. Respect and maintain confidentiality
13. Notice/describe what you see happening in the group, in you
14. Recognize your triggers; Share if you feel triggered
15. Trust that dialogue will take us to deeper levels of understanding and acceptance
16. Engage & embrace this opportunity; We won’t be finished

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