

Foundational Beliefs

- Non-negotiable: Racial inequities are pervasive, preventable, and unjust
- Education should be accessible, impactful, and equitable for all
- Facilitation style: being transparent, sharing context, decisions and reflections
- Explicit but not exclusive focus on racial inequities
- In this work, important to ground ourselves in our individual and social identities
- Mindfulness is also essential to the work: pauses, breathing exercises and other intentional activities will be infused throughout facilitation

Guidelines for Interaction

- All people are individuals but also all members of socially and historically constructed groups
- Commit to self-reflection
- Hold your opinions with humility
- Accept paradox of being (multidimensionality)
- Prioritize impact, examine intentions
- Confront, critique and challenge your discomfort
- This is a brave space, but practice self-care
- Share lessons, not stories
- WAIT (why am I talking? Why aren't I talking? What is the weight of my words in this moment?)
- Go slowly, pause, listen, reflect, respond... never lose sense with urgency
- This is a process→ ongoing and lifelong