GUARDRAILS
FOR INCLUSION & EMPATHY

Ask Questions…
...to understand a point of view that’s different from yours.

Embrace All Perspectives
Each perspective has the right be shared and heard; how you choose to apply it to your personal narrative is your choice.

Understand Privilege
We all have some kind of privilege. Understand how you can leverage your privilege on other’s behalf as well as how you can benefit from the privilege of others.

Accept and Expect Non-Closure
We don’t have to agree in order to be heard or to listen.

Protect Your Boundaries
Ensure you own your power and participate in a way that’s healthy for you.

Assume Positive Intent and Suspend Judgement
Take the time to ask questions and understand the experience that is informing a person’s point of view.

Honor Your Truth
Avoid generalizing, stereotyping, and hypothetically speaking; instead, be true to your own personality, spirit, values, and experiences.

Listen Courageously
Lean into the voice of dissent just as hard as you lean into the voice of agreement.

Maintain Psychological Safety
Take personal responsibility and action when you notice there is an opinion that is not being heard.

Agree on the Destination, Negotiate the Paths to Get There
There are many ways to solve problems and they can coexist as long as law, policy, dignity & respect are not violated.

Balance the Practice with the Passion
Understand the difference between your personal values and how they inform your actions (passion) versus the values of the organization and how they inform the actions the organization takes (practice).

Get Comfortable being Uncomfortable
Be more committed to the relationships/interactions with others than your own personal comfort.

Inner Work
Engage in ongoing critical self-reflection for personal growth and to drive authentic interactions.