**Possible Guidelines for Dialogue**

**Communication Requirements in a Cross-Cultural Context:**

1. We recognize that we are entering into cross-cultural dialogue and that such dialogue demands something from all of us.  Some of us, for example, may be accepting a responsibility to verbalize our thoughts more often than is our cultural norm, while others of us may be accepting a responsibility to engage in more listening and reflection than is our norm.
2. Each of us accepts a responsibility to ensure that everyone’s perspective is welcomed and carefully considered within our group.  We know that each person’s words have value and we devote ourselves to understanding what is being communicated as fully as possible.
3. We seek to support active listening, turn-taking, resisting “side-bar” comments and conversations, and interruptions – especially disruptions or distractions while another is speaking (i.e., verbal interjections, phone call notifications, acting out gestures).

**Recognizing, Responding, and Facilitating Feelings and Power Dynamics**

1. We recognize that powerful feelings are involved in this work, and we affirm that it is important for us to express our feelings in the context of mutual respect.
2. We support each other when we experience hurt or anger or struggle with difficult issues.  As a group we commit to resolving our difficulties with each other here and to staying in relationship with each other.
3. We agree to accept the facilitators’ interventions when we have gotten off topic, are taking up too much “air-time,” or otherwise may need to be reminded of our commitments under these Guidelines.
4. We are conscious and mindful of power dynamics, and we make deliberate efforts to make physical and psychological space and to employ strategies that help all to participate fully and equally.

**Accountability**

1. We take responsibility for our “good intentions.”  We will assume good intentions even when we deviate from our guidelines. We give ourselves permission to be vulnerable, to have our mistakes acknowledged, and to learn from experience. We will not take it personally. We will support one another as we continue to grow in our communication and relationships.
2. We take responsibility as a commitment to ourselves and to the group to bring forth things that are unclear.

Source: Facilitating Racial Equity Conference, St. Paul, MN