

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

4. 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**.
5. 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.
6. 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.
7. 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

8. 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**.
9. **We take responsibility as a commitment to ourselves and to the group to bring forth things that are unclear.**