



WEBINAR & DISCUSSION GROUP

Group Agreements

Agreements

Our group agreements have been created to promote healthy interaction in the webinars and discussion groups. We ask that participants agree to:

1. **Listen actively.** Respect others and do not interrupt. Be mindful when sharing, listening and engaging to create a learning space for all.
2. **Participate to the fullest of your ability.** Individuals and the group will benefit from the inclusion of diverse voices.
3. **Speak from one's own experience and story.** Avoid invalidating somebody else's story with your spin on their experience and generalizing or speaking on behalf of groups/types of communities (Use "I" instead of "they," "we," and "you").
4. **Lead with curiosity to understand others.** Aim to gain a deeper understanding of other's experiences and the issues and systems that impact us all.
5. **Be conscious of your body language and nonverbal responses.** They can be as powerful as words.
6. **Expect ambiguity and uncertainty.** We will not answer or solve all the world's problems in this space.
7. **Be accountable to oneself and each other.** You have agency and choice in how and if you engage in this space. It is up to all of us to create an environment conducive to sharing and learning.

Adapted from [The UW Office of Equity, Inclusion and Wellbeing's Rejuvenation Through Decolonization Emergent Learning Series](#)

Please avoid disruptive conduct

Attendees may not engage in conduct that materially and substantially disrupts CHR&R webinars or discussion groups. Disruptive conduct includes, but is not limited to, spamming chat with off-topic statements and attempts to interrupt speakers.