Group Agreements—Guidelines for safe and productive discussions

a. **Confidentiality:** What is said in the room, stays in the room. Do not share names or stories. In order to maintain group integrity, safety and respect and confidentiality, we ask that you refrain from discussing another person’s stories or struggles outside of the group.

b. **Respect/Listening:** Show respect to other participants by actively listening, silencing cell phones, and not talking while others are talking.

c. **“I” Statements:** Saying “I think..” or “I feel..” brings ownership to your words and allows you to speak only for yourself.

d. **Feelings Honored and Present:** You are entitled to whatever feelings you are having at whatever time. Be careful of statements like, “You shouldn’t feel that way.” Feelings exist…period. However, those feelings can and do change.

e. **The right to let it stand: Agree-Disagree:** We will not always agree and in this space we want to allow space to engage in conversation but not get everyone to come to consensus.

f. **The Right to Risk/Pass:** You have the right to talk when you feel comfortable and the right to remain silent.

g. **Amnesty: Synonyms would be Pardon or Forgiveness:** Real or perceived power. For people to feel open to discussion, they need to know that what they say will not be used against them. It’s not that people don’t say things that might be hurtful but we can hold them accountable without framing them as bad people.

h. **Stay Open to the Process:** The process of diversity training can be challenging at times and staying open to learning is an important part of diversity training.

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