

Appendix C-8: A Sample Set of Proposed Agreements*

1. ***We will speak for ourselves.*** We won't try to represent a whole group, and we will not ask others to represent, defend, or explain an entire group.
2. ***We will avoid making grand pronouncements*** and, instead, connect what we know and believe to our experiences, influences in our lives, particular sources of information, etc.
3. ***We will refrain from characterizing the views of others in a critical spirit,*** keeping in mind that we're here to understand each other, not to persuade each other.
4. ***We will listen with resilience,*** "hanging in" when we hear something that is hard to hear.
5. ***We will share airtime and refrain from interrupting others.***
6. ***We will "pass" or "pass for now"*** if we are not ready or willing to respond to a question—no explanation required.
7. ***If asked to keep something confidential, we will honor the request.*** In conversations outside of the group we won't attribute particular statements to particular individuals by name or identifying information without permission.
8. ***We'll avoid making negative attributions*** about the beliefs, values, and motives of other participants, e.g., "You only say that because...". When tempted to do so, we'll consider the possibility of testing the assumption we're making by asking a question, e.g., "Why is that important to you?"
9. ***We'll use email only for scheduling,*** not for substantive discussion.

*See also second page of Appendix C-7