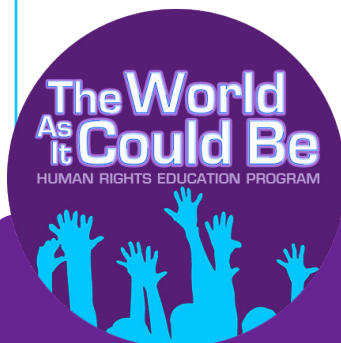


HUMAN RIGHTS DISCUSSION AGREEMENTS



- We want to foster an environment that is safe for everyone to talk openly and honestly.
- Everyone's comments are to be acknowledged with respect.
- When comments are made that cause an emotional negative reaction, we will give the benefit of the doubt that the person's intentions are honorable, and then ask questions to better understand what prompted the offending statement.
- We will not assume we know what another person means or intends, and, will, instead, ask for clarification.
- We recognize that our statements and reactions reflect the perspectives we have as a result of our personal stories, family history, cultural background, race, religion, gender, age, and other factors, and we must be sensitive to how this can have unintended impact on others.
- We are open to learning how our perspectives and associated limitations can affect our ability to fully understand another person's perspective.



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