

Acknowledge intent while addressing impact. Work to not personalize the responses of others while taking care to be mindful of the impact of our words and our actions on others. Understand that intent does not equal impact and acknowledge the impact of something that was said or done during the conversation (or break) by criticizing ideas and not individuals.

Interrupt bias and take feedback. It is everybody's responsibility to hold one another accountable. If you observe something oppressive being said or done (by yourself or others), mark it. For example, "ouch" and "oops" are words that can be spoken to mark moments when you recognize something oppressive is said ("ouch") or you notice a mistake that you've made ("oops"). If you experience feedback from an "oops" or "ouch" it is your responsibility to keep learning. You can reach out to the Chair, Co-Chair, or discussion leader(s) to address it (after the meeting, via email, in person, etc.). "Ouch" and "oops," when used, remind everyone that deeper dialog, reflection, and learning will happen later.