

PRINCIPLES OF CONSTRUCTIVE DIALOGUE

1. **USE “I” STATEMENTS.**

2. **LISTEN TO UNDERSTAND, NOT TO RESPOND.**

3. **ACCEPT THE SPEAKER’S VIEWPOINT AS TRUE FOR THEM.**

4. **SPEAK YOUR TRUTH.**

This means being open about thoughts and feelings and not just saying what you think others want to hear.

5. **MANAGE BOTH “INTENT” AND “IMPACT.”**

6. **STAY ENGAGED AND LEAN INTO DISCOMFORT.**

It is through dialogue, even when uncomfortable, the healing and change begin.

7. **CHALLENGE IDEAS, NOT INDIVIDUALS.**

8. **BE WILLING TO ADMIT MISTAKES AND AREAS OF GROWTH.**

9. **STEP UP, STEP BACK.**

10. **EXPECT AND ACCEPT NON-CLOSURE.**

This agreement asks participants to “hang out in uncertainty” and not rush to quick solutions, especially in relation to racial understanding, which requires ongoing dialogue.

