

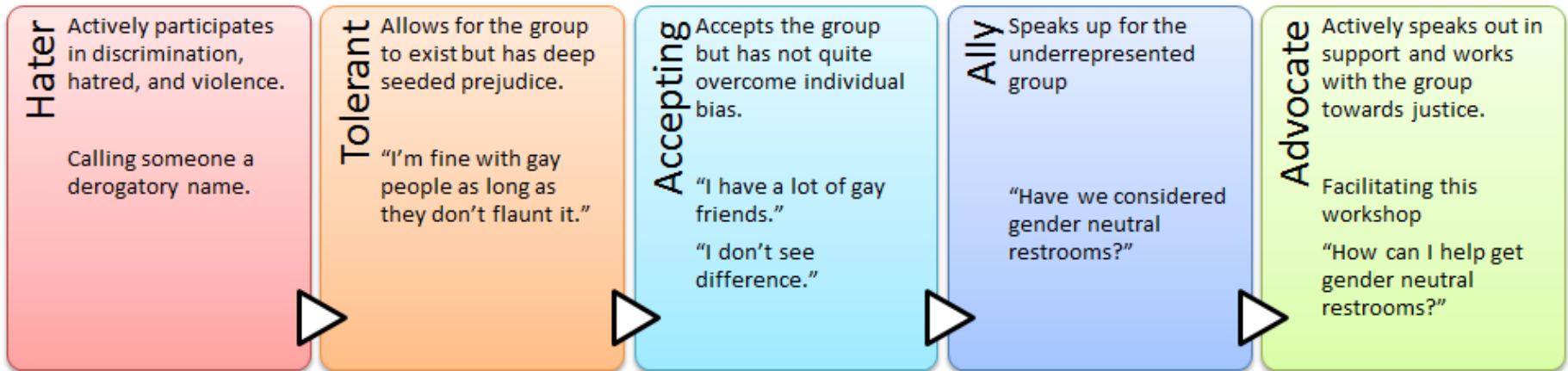
A few guardrails to keep in mind

That help everyone feel included...

- One speaker at a time
- Use the “I” perspective
- Assume positive intent
- Ouch => then educate
- Share the air
- *You* are the expert of *you*
- Lean into discomfort
- Take responsibility for what you say and how you say it

Source: Virginia Center for Inclusive Communities

Support on a Spectrum



Adapted from Shane Whalley