



Anti-Racist Community Engagement
Digital Companion

<https://compact.org/anti-racist-ce>

Working Against Racism Through Cross-Institutional Communities of Practice

Aaliyah Baker, Marisol Morales, Sharyn Lowenstein,
and John Reiff

Ground Rules: Anti-Racist Community of Practice

[These ground rules were generated by participants early in the anti-racist community of practice. They are primarily focused on promoting reflective, authentic, and perspective-taking participation during the sessions.]

1. Safe space to share - what is said here, stays here
2. What is shared here stays here, and what is learned here leaves here
3. When sharing use, “I” statements
4. Listen to understand
5. Share the space and let others talk; season your words with grace
6. Step up, step back
7. Acknowledge that we are all on a journey - there is no end
8. Acknowledge how difficult this work is and know we will make mistakes and learn
9. Listen with empathy
10. Be open to feedback and critique without defensiveness
11. Oops and ouch - we all mess up, so when that’s pointed out, it should be done with the intention to give feedback and received with an open heart and mind
12. Call in, not call out
13. Be willing to share and willing to listen
14. Listen to learn
15. Listen with the intent to understand and not the intent to respond
16. Listen with compassion for others and also self-compassion
17. Be inclusive in language (avoid gendered language, binary, or exclusive language that ignores intersections and nuance in identity)
18. Understand that people’s experiences do not have to be familiar to you in order to be valid
19. Connect meaningfully with others, to make networks after the community of practice
20. Give the benefit of the doubt



This work is licensed under a Creative Commons Attribution-NonCommercial 4.0 International License.