



Talking Mimes Experience and Workshop: Ground Rules

Ground rules for discussions:

Due to the nature of topics discussed in these workshops, it is important to set guidelines to ensure people are not offended or alienated, and can get the most out of the experience. We want to create an atmosphere for open, honest exchange. We commit to learning from each other and acknowledging the differences amongst us in backgrounds, skills, interests, and values.

Before starting any of the exercises, remember:

- ▶ Anyone may leave or return at any time, for any reason, without explanation
- ▶ Everyone is here voluntarily
- ▶ Please don't share stories outside of the group without explicit permission

To be respectful to your team during your discussions, make sure you consider the following:

- ▶ Listen respectfully, without interrupting.
- ▶ Listen actively and with an ear to understanding others' views. (Don't just think about what you are going to say while someone else is talking.)
- ▶ Criticise ideas, not individuals.
- ▶ Commit to learning, not debating. Comment in order to share information, not to persuade.
- ▶ Avoid blame, speculation, and inflammatory language.
- ▶ Allow everyone the chance to speak.
- ▶ Avoid assumptions about any member of the class or generalisations about social groups. Do not ask individuals to speak for their (perceived) social group.

We can sometimes get it wrong, when giving and receiving feedback, so make sure you consider the following:

Giving Feedback

- ▶ Choose your timing
- ▶ Separate the action from the person--assume good intent
- ▶ Be specific--give examples of actions or language
- ▶ Share impact on you and the broader culture

Receiving Feedback

- ▶ Be aware of your emotions - if you're feeling discomfort, consider if there's something to learn
- ▶ Seek to understand & ask questions before responding
- ▶ Thank the other person
- ▶ It's ok to take time to process