**Annotated Agreements for Creating Brave and Courageous Spaces for Exploration, Conversations, and Active Learning.**

* **Acknowledge:**We acknowledge that we are all systematically taught misinformation about our own group(s) and about members of other groups. This is true for everyone, regardless of our group(s).
* **Recognize:**We recognize that we must strive to overcome historical and divisive biases, such as racism and sexism, in our society.
* **Speak your truth.** Be willing to take risks. Share honest thoughts, feelings, and opinions. We are experts in defining our own experiences and personal realities.
* **Maintain confidentiality:** Honor privacy by avoiding "who said what." Uphold discretion.
* **Experience discomfort:** Deal openly and honestly with challenges: open and examine your own core racial beliefs, values, perceptions, and behaviors. Engage in the dialogue authentically: be personally responsible for pushing yourself into a real dialogue. Recognize that discomfort often leads to real growth.
* **No Blame:**We agree not to blame ourselves or others for the misinformation we have learned but accept responsibility for not repeating misinformation after we have learned otherwise.
* **Respect:**We agree to listen respectfully to each other without interruptions. Only one person speaks at a time. However, this does not mean we should ignore problematic statements. See information here on calling in and calling out. Both approaches are valid and can be done with care and respect, with the goal of helping each other learn. We acknowledge that we may be at different stages of learning on the content and discussion topics.
* **Individual Experience:**We agree that no one should be required or expected to speak for their whole race or gender. We cannot, even if we wanted to.
* **Trust:**Everyone has come to the table to learn, grow, and share. We will trust that people are doing the best they can; we all make mistakes and have bad days; when these occur, let us challenge and encourage each other to do better. We acknowledge once again that we may be at different stages of learning on the topic.
* **Share the Air:**Share responsibility for including all voices in the discussion. If you tend to dominate discussions, take a step back and help the group invite others to speak. If you tend to stay quiet, challenge yourself to share ideas so others can learn from you. If you are exceedingly quiet, do expect that the facilitator will call on you in meetings to participate. Why Am I Talking- **WAIT**
* **Expect and accept non-closure:** A solution may be revealed in the process of dialogue itself: There is no "quick fix." Dialogue triggers a moral, intellectual, social, and emotional shift that allows for opportunities. The more one talks, the more one learns; the more one learns, the more appropriate and promising your actions and interventions.
* **Ask for help:**It is okay not to know. Keep in mind that we are all still learning and are bound to make mistakes when approaching a complex task or exploring new ideas. Be open to changing your mind and make space for others to do so as well.
* **Stay engaged:** Remain morally, emotionally, intellectually, and socially involved in the dialogue. Stay present: guard against the learned tendency to disengage. Make the commitment to embrace the conversation/dialogue.
* **Not Experts:**The facilitators may not necessarily experts. They are here to help facilitate the process. They and everyone in the group are here to learn. We also recognize that everyone has an opinion. Opinions, however, are not the same as informed knowledge backed up by research. Both are valid to share depending on the topic and context, but it is important to know the difference. To engage in deep learning, we will want to lean more toward informed knowledge and gain practice reflecting and speaking thoughtfully on difficult topics.