



Cohort #1: Guidelines for putting equity at the centre of our work

- To deepen this experience, listen to learn and listen to understand.
- Notice your impact or your power – it cuts across gender/race/ability/personality/title/status and so on. Be sensitive to this.
- Know your voice. Are you speaking too much? Too little? Are others having a chance to be heard? Notice your share of voice and attend to that.
- As much as possible, speak from experience (using “I”)
- We don’t know everyone’s stories. There is likely trauma in this room and for each of us to hold space for this.
- Balance between self-care and community care: we have each arrived here with our own needs, and the invitation is to balance that with what the needs of the whole group as well.
- Be a builder. We are doing something new here so let’s support each other

Also please turn off your phone off, or consider leaving it in your room. We will create many opportunities/breaks to check it.