

Engagement Agreements - REAL TOC Pilot, Spring 2022

D: Discussion...take them to the places that are typically “we don’t go there.”

I: Inclusivity of Ideas

S: Stepping in and Stepping out - share/pass the mic

M: Manage emotions to stay present. Moving forward, next step/rung

A: Accepting of both agreement and disagreement

N: New measures of success -gaining comfort in talking about racial equity

T: Trusting the process, it will get us somewhere

L: Listen and reflect, Leveraging Listening and learning from experiences, emotions and truthfulness

E: Embrace the messiness....offer kindness in the mess too

BONUS - G: Generative Conflict...embrace without being afraid of it