

Guidelines to promote safe and respectful conversations

Confidentiality: Please make sure that everything said in "the virtual room" stays in "the virtual room." When sharing personal anecdotes, make sure to avoid using the real names of other people. This is very important to establish trust. However, confidentiality can be broken when there is a complete certainty that someone may be an immediate danger to himself/herself or others. Confidentiality can be broken when someone is endangering a population that cannot protect itself, such as the case of a child or elder abuse. In these cases, Luz Marina Diaz will be informed, and she will talk with our pastor.

Listening without interruptions (an essential feature of the three rounds method.)

Silence moments (an essential feature of the three rounds method.)

Respect Others: You will hear ideas that may be new or different for you, and opinions you may disagree with. As you participate and interact, try to take in new information without judgment and keep an open mind. Make sure that your words and body language reflect a respectful attitude toward others. Let us learn by listening to others.

Speak From the "I": Speak from your own personal experiences and **not judge others' thoughts or experiences. Use I-statements** such as "I feel..." or "In my experience..." **Avoid "You should" or "You are wrong"** statements and generalizations of any kind.

Focus on week material. Limit your sharing to talking about your experience meditating on the information sent in the week. Any other topic, no matter how important, does not belong in these meetings.

Respect the group facilitator's work to guide the conversation following the Ignatian methodology, reminding participants of the grounded rules and ensuring that their interactions are significant.

Be open to mistakes. Because we are products of a biased society, everyone has biases and holds stereotypes. Don't be hard on yourself if you discover something in you that you dislike.

Welcome discomfort and uncertainty. Deep learning, the lasting kind, and long-term learning comes when things are uncomfortable or "sticky," and you can work through those things. That's the "aha" or epiphany moment.

Learning about race and racism is a process, especially when people not have had the opportunity to reflect on and discuss it. It can be a lifelong process of learning. One is always learning, including facilitators. **We will be learning together!**