



RULES OF ENGAGEMENT

- ❑ No experts in here.
- ❑ Expect someone to say something stupid and/or racist.
- ❑ We have a mercy umbrella here.
- ❑ Welcome feedback and correction. Work against defensive responses.
- ❑ Confidentiality. Don't share someone else's story without permission.
- ❑ Don't cut anybody off and don't dominate the conversation.
- ❑ Ask "what" questions versus "why" questions.

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