

from Tolerance to Understanding

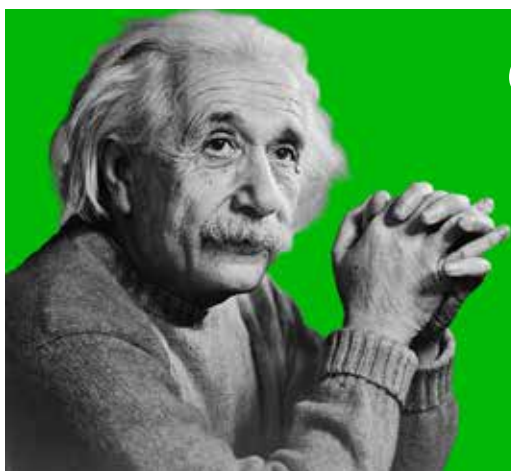


Ground Rules for Dialogue Sessions

From Tolerance to Understanding is a voluntary program in which all employees are invited and encouraged to participate in team conversations intended to deepen understanding and inclusion.

The success of these dialogue sessions depends on creating an environment that fosters empathy, builds trust, develops relationships, and shows we care about others. These ground rules will help ensure everyone participating feels comfortable sharing their story and listening to others' stories.

- Put electronic devices down.
- Assume positive intent.
- Engage in dialogue, not debate.
- Listen first, and generously.
- Seek to understand different perspectives.
- Ask questions for clarity and without judgement.
- Be open, transparent, and willing to admit mistakes.
- Forgive one another for awkwardness.
- Commit to having conversations that matter by speaking up to bridge gender, racial, and ethnic divides.



“ We must not only learn to tolerate our differences. We must welcome them as the richness and diversity which can lead to true intelligence. ”

Albert Einstein