

MULTICULTURAL GROUND RULES FOR DISCUSSION

Adapted from Dr. Ruby Beale, The Program on Intergroup Relations, University of Michigan

1. Our primary commitment is to learn from each other. We acknowledge differences amongst us in backgrounds, skills, interests, values, orientations and experience.
2. We acknowledge that sexism, classism, racism, heterosexism, and other forms of discrimination (religion, age, ability, language, education, size, geographic location etc.) exist and may surface from time to time.
3. We acknowledge that one of the meanings of sexism, classism, racism, etc. is that we have been systematically taught misinformation about our own group and members of devalued groups (this is true for both dominant and dominated group members).
4. We will try not to blame people for the misinformation learned, but we *will* hold each other responsible for repeating misinformation or offensive behavior after we have learned otherwise.
5. We will assume that people are always doing the best they can.
6. We will not demean, devalue, or "put down" people for their experiences or lack of experiences.
7. We will actively pursue opportunities to learn about our own groups and those of other groups, yet not enter or invade others' privacy when unwanted.
8. We each have an obligation to actively combat the myths and stereotypes about our own groups and other groups so that we can break down the walls which prohibit individual development, group progress, cooperation, and group gain.
9. We will respect each other's privacy by not repeating details of what is shared or people's names; we are encouraged to share what we learned.
10. We may challenge the idea or the practice, but not the person.
11. We will speak our discomfort.