



## **How to Use the Equitable Dinners Commitments for Courageous Dialogue:**

The conversation commitments are created to support a conversation that is person and dialogue centered. For any conversation you are having, we invite you to share these and ask for agreement.

**Courageous presence.** We commit to staying in the conversation even when our feelings may seem big and seem uncomfortable.

- When we are talking about issues that are complex and that have big emotions attached it can be challenging. Staying engaged and centered within ourselves is a key step.

**Courageous listening.** We commit to listening to hear what others are saying instead of forming a reply.

- This is full bodied listening and requires our full presence with deep care.

**Courageous inclusivity.** We make room and we make time for everyone's voice at the table.

- It is important to be aware that there are other voices present and to notice when other voices are missing or when we are sharing more than others.

**Courageous hope.** We commit to being open to the possibility that things can change.

- The fact that you/we are committing to have more meaningful conversations about complex issues is a sign things can change.

**Courageous kindness.** We commit to engage each other with kindness and commit to being considerate even when we disagree. We are here to dialogue not debate.

- In dialogue we are looking for the ways we can move forward together. It is important to refrain from needing to “fix” what others are sharing.

**Courageous sharing.** We commit to share authentically from our personal experiences.

- “I” statements are important in courageous dialogue; sharing from our own experience and those we’ve witnessed.

**Courageous care.** We commit to care for each other by holding each other's stories in confidence. We commit to care for ourselves and our own feelings and needs.

- To create a space where you can be brave in your dialogue, there must be a commitment to the sacredness of others stories. Share what you are taking away and what is moving you forward.
- It is vital for us to be responsible for our own feelings and needs and avoid asking others to do so. This is full circle to courageous presence which activates our power to navigate big feelings before engaging others.