

Superintendent's Diversity Advisory Committee (DAC)

Norms and Agreements

Adopted: March 4, 2016

Keep focus on students

Come with the expectation to learn something

Listen for understanding

Accept and celebrate differences

Display mutual respect

Keep an open mind

Accept and Expect Non-closure

Embrace discomfort without judgment

Speak your truth without attacking others (Use "I statements" instead of "You" statements)

Say "Ouch, I'm feeling uncomfortable," when needed

No recording of the meeting without mutual consent