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2019 Community Engagement Institute

Inclusive Collaboration - Group Norms

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Disciplines

Civic and Community Engagement | Community-Based Learning | Community-Based Research | Higher Education | Service Learning

Group Norms

Self-Facilitation

- Should you feel yourself embarking on a monologue, pull back and recognize that we are all creating space for others to share and absorb.

Genuine Intent

- We assume a genuine intent to learn.

Ouch and Educate

- Keep in mind that you may be hurt by something someone says, but they might not know it, so you need to share when and why you are “hurt” by something someone says. Sometimes it is difficult to articulate why something hurts. A facilitator can be helpful in those instances.

Stay Present, Stay Vulnerable, Hold Space

Intent vs. Impact

- The intent of a comment might be different from the impact. Be mindful.

Holding Still in Discomfort and Defensiveness

- Being uncomfortable does not necessarily mean lack of safety.

Utilize “I” statements

Each person is the authority of their own experience

Dialogue, not debate

- The purpose is not to debate positing one’s established perspective against another. It is to explore and learn.

From “Managing Controversial Classroom Topics: Resources for Faculty” as distributed by VCU Faculty Affairs