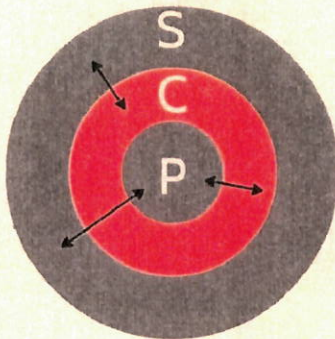


# THE BUTLER CENTER GUIDELINES FOR DIALOGUE

1. Seek to understand before being understood; respect diverse opinions
2. Be aware of air time (share the space, listen, and be brief)
3. Assume best intentions; understand intent vs. impact
4. Maintain confidentiality: share the knowledge/learning, not the name
5. Take responsibility for your own learning; avoid leaning on target group members for your education –
6. Expect to be uncomfortable as you lean into your learning zone (make room for growth)
7. Engage with the head and the heart
8. Honor individual experiences as real; there are no experts in social justice work
9. Practice self-care and exercise grace (be kind to yourself and others)
10. Remember that ideas and opinions can be fluid



The Butler Center invites you to engage in dialogue that acknowledges experiences, identities, ideologies, and power at 3 levels:

- ◆ Personal/ Interpersonal
- ◆ Cultural
- ◆ Structural

P/I - Personal/Interpersonal: Acknowledges thoughts, attitudes, and behaviors.

C - Cultural: Acknowledges shared values and norms.

S - Structural: Acknowledges policies, practices, systems and institutional structures.

