



## Justice Leaders Collaborative Guidelines

1. Work to connect your head and your heart, especially in areas where you have privilege
2. We are all teachers and learners
3. Take the learning, leave the stories
4. Practice “both/and” thinking
5. Be aware of “intent” *and* “impact,” while attending to privilege
6. Be mindful of how much you are sharing, while attending to privilege
7. Speak from your own experience
8. Expect & speak your discomfort & joy
9. Take risks, be brave, be vulnerable
10. Listen to learn, not to respond
11. Challenge the idea, not the person
12. Don’t freeze people in time...including yourself
13. Be present & Take care of yourself
14. Anticipate unfinished business