



## Courageous Conversations: Four Agreements

### Stay engaged

- Support the conversation and continue whenever it is safe and possible
- Stay committed to the discussion even if it becomes uncomfortable
- Practice makes Perfect! Expect to have more than one Courageous Conversation!
- Facilitate participation from everyone
- Practice eye contact, body language, nonverbal communication
- Listening is just as important as sharing

### Experience discomfort

- Provide a safe environment for the conversation
- Encourage participants to reflect on when they feel the most uncomfortable (journaling, drawing etc.)
- Share your own feelings of discomfort to normalize the feeling and help others share their feelings
- Illuminate multiple perspectives to model how to discuss disagreements in a respectful, open-minded way
- Talk about why pushing through this discomfort is important

### Speak Your Truth

- Speak and listen respectfully
- Be aware of your own reactions and experiences and be curious of others'

### Expect and accept a lack of closure

- The goal of the conversation is greater understanding and empathy for others
- There may not be a definitive answer or resolution
- Courageous Conversations are ongoing
- Work towards less discomfort about the topic so that conversation becomes easier in the future