



## **Community Engagement Norms**

Seattle Central College is deeply invested in the educational foundations that support equity, social justice and student success. We are committed to an inclusive, welcoming and safe teaching and learning environment that honors diverse perspectives and ways of knowing for all of our students and staff.

As a community of learners we are expected to work together with kindness, community and compassion. We are expected to use critical reflection and honesty to foster difficult dialogue. Therefore, we commit to the following norms when engaging in dialogue:

1. **Be an active listener** – Statements that challenge your beliefs can be difficult to hear. Reserve judgement, listen to the content and carefully consider differing perspectives.
2. **Engage in constructive dialogue** – Approach any dialogue with the belief that people who hold different views will improve the overall quality of the conversation. Listen to another perspective looking for understanding to find meaning.
3. **Take responsibility for your statements** – When expressing personal feelings or thoughts, speak only for yourself, using your own identity, perspective and experience, and not on behalf of other persons or groups.
4. **Presume good intent** – Reflect on a person’s ideas without judging their motivations or character negatively.
5. **Pause and reflect** – When a person’s statements challenge your beliefs and values, consider your reaction. Reflect and consider why there are different experiences and perspectives that leads to their reaction.
6. **Recognize multiple perspectives** – Given that issues contain many sides, frame your statements in ways that acknowledge that one party does not have to be wrong in order for another to be right. “Either/or” statements can create a winner and a loser while “both/and” statements can validate multiple perspectives.
7. **Be open** – You don’t have to agree with everything you hear, yet aim to be receptive to new information and perspectives that can help you learn and expand your world view.