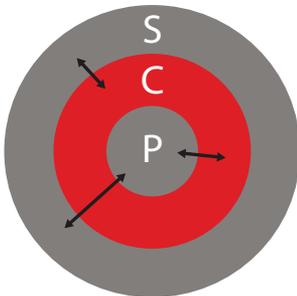


THE BUTLER CENTER GUIDELINES FOR DIALOGUE

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
11. Use “I” statements
12. Allow participants the “option to pass” assuming best intentions (rather than judgment)



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.

Accessibility

Accessibility is the degree to which a product, device, service, or environment is available to as many people as possible, including people with disabilities. Greater accessibility brings benefits to everyone and creates communities that are more inclusive.

White Supremacy

White supremacy is the institutionally enforced system of racism. It is historically based on: 1) the theft and military conquest of native lands of North America; and 2) the economic exploitation of North American land through slavery. Institutional racism/white supremacy is the network of institutional structures, policies and practices that create advantages and benefits for whites, and discrimination, oppression and disadvantage for people of color.

Anti-racist

“Being an antiracist begins with understanding the institutional nature of racial matters and accepting that all actors in a racialized society are affected materially (receive benefits or disadvantages) and ideologically by the racial structure. This stand implies taking responsibility for your unwilling participation in these practices and beginning a new life committed to the goal of achieving real racial equality.” (Bonilla-Silva, 2003)

Privilege

Systematic favoring, enriching, valuing, validating and including of certain social identities over others. Individuals cannot “opt-out” of systems of privilege; rather these systems are inherent to the society in which we live.

Identity

Refers to either (a) social category, defined by membership rules and (alleged) characteristic attributes or expected behaviors, or (b) socially distinguishing features a person takes a special pride in or views as unchangeable but socially consequential.

Diversity

Individual and social (group) differences that contribute to dynamic relationships and interactions. Understanding each individual is unique and recognizing our individual differences. Encompasses acceptance and respect.

Equity

Belief that people have basic needs that should be fulfilled; rewards should be spread evenly across the Community; and that policy should be directed with impartiality, fairness, and justice towards these ends. Creation of opportunities for historically underrepresented and currently marginalized populations to have equal access to and participate fully in educational programs and other offerings that are capable of closing the gap in experience and achievement.

Inclusion

The act of creating involvement, environments and empowerment in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate. An inclusive and welcoming climate with equal access to opportunities and resources embrace differences and offers respect in words and actions for all people.