The Ten Commitments to Conversation

1. I commit to believing the best of my colleagues. I commit to believing that no person will intentionally put another person in harm's way and that all questions are coming from a place of care for students and communities.

2. I commit to understanding context and refraining from imposing my own context on others. I understand that where I live and the data associated with where I live has an influence on my experience with COVID and reopening and that my local lockdown/sheltering/reopening guidelines may or may not apply to another person's context.

3. I commit to the deep knowing that my colleagues all have deeply personal reasons for exploring staying online or reopening for in person lessons and that it is not my role to assume I know all the details or think ill of those who are exploring all options.

4. I commit to answering questions from a place of genuine care and desire to help process through ideas, with language that allows for all viewpoints to be expressed, whether I agree with said viewpoints or not. I will give information to the best of my knowledge and will pose my thoughts carefully without snark or condescension.

5. I commit to an open mind. I choose to engage conversation as a way to truly learn about new tools, techniques, procedures, and processes that could allow for safe interactions for all.

6. I commit to checking my own biases, fears, and narratives as I engage in conversations. I will remember that not everyone thinks what I think, stands where I stand, or, frankly, votes the way I vote.

7. I commit to kindness. No matter how vehemently I disagree, I will remain kind. I will not use put-downs or name-calling.

8. I commit to making decisions based on data rather than my biased opinion. I commit to weighing all my options from an informed perspective.

9. I commit to leaving a conversation when I can no longer engage in a useful, calm, non-asshat way

10. I commit to trusting that my colleagues are smart and that we make decisions well by allowing information to inform and change our beliefs.

X _____
Name & Date