

CORE PRACTICES for CONSTRUCTIVE DIALOGUE

01

Welcome Complexity

Move beyond either/or. Every situation has many perspectives.

02

Listen to Learn

Dialogue is guided by curiosity, not fear. Discover something new.

03

Speak for Yourself

Share from your own personal experiences and perceptions.

04

Ask, Don't Assume

Invite people to tell you what they actually believe.

05

Find Common Values

Dig deep to connect over *why* someone believes in their position.

06

Tell Stories

Humanize the issue by sharing personal stories.

07

Embrace “Ouch” and “Oops”

Speak up when you're hurt. Apologize when you hurt others.

08

Respect Boundaries

Listen up when someone says—or implies—no. Consent is key.

GUIDING PRINCIPLES for CONSTRUCTIVE DIALOGUE

01

Understanding

Dialogue is a process of mutual listening and learning, of discovering new perspectives, and reflecting on our own.

02

Dignity

Dialogue welcomes and values the unique experiences and insight of all. No individual represents their whole group, nor do group identities define a person's story.

03

Relationship

Dialogue is an opportunity to connect rather than compete. Friendship is possible even amidst disagreement.

04

Collaboration

Dialogue opens new possibilities for sharing power and working together, prioritizing equal partnership over winning and losing.

05

Creativity

Dialogue moves beyond either/or positions, learning from the best values of each side in pursuit of a future in which everyone flourishes together.