

OMWBE Collective Commitments

Positive Attitudes¹:

Curious inquiry is healthy.

Assume good intent.

Give others the benefit of doubt.

I am not right all the time.

Disagreements are OK.

1. Maintain respectful tone and volume when sharing my opinion.
2. Actively listen.
 - a. Consider the point of view of others.
 - b. Be curious and ask for details.
3. Value the many different sources of knowledge that exist.
 - a. All ideas are welcome.
 - b. Solutions are not necessary.
4. Listen to the entire message without interrupting, editorializing, or defending.
5. Look for places to agree, connect, and support.
 - a. Support publicly in addition to privately. (i.e. Supporting an idea during a meeting as well as outside of a meeting.)
 - b. Provide space and invitation for connection and support.
 - c. Make comments during the meeting.
6. Identify conflict and work to resolve it.
7. Be aware of my own defensiveness and identify the reason I am feeling defensive.
8. Admit to myself where I need to grow or change.
9. Act in ways that edify the group's self-esteem.
10. Respect vulnerability.
 - a. Be mindful of my own responses.
 - b. Provide space for speaker without immediate response.
11. Be respectful of time.
 - a. Be on time.
 - b. Come prepared.

¹ Attitude is the habit of thinking which leads to our actions.