



# ANIMAL AID PDX

## NORMS FOR COURAGEOUS CONVERSATIONS TRUTH | ENGAGE | NON-CLOSURE | DISCOMFORT

SPEAK YOUR TRUTH	STAY ENGAGED	EXPECT AND ACCEPT NON-CLOSURE	EMBRACE DISCOMFORT
<ul style="list-style-type: none"><li>● Our truths come from generations and family/life history</li><li>● Everybody has different truths</li><li>● Be respectful and compassionate, even if you disagree</li><li>● Get past passivity and reticence to express deep feelings and make progress</li><li>● Speak honestly; questions are okay</li><li>● Trust that others will accept your truth</li></ul>	<ul style="list-style-type: none"><li>● Listen to understand, not to respond (active listening)</li><li>● Be present</li><li>● Resist the urge to turn away, even when it's difficult</li><li>● Be a good ally within the group and your life</li><li>● Build engagement into culture; schedule DEI work so it happens consistently</li><li>● Be accountable, do your homework</li><li>● Growth comes from hard work</li></ul>	<ul style="list-style-type: none"><li>● As with animal welfare work, don't expect the work to end; there's always another animal to help, and racial equity work is ongoing</li><li>● Always be learning and improving</li><li>● Non-closure is daunting; beware of rumination</li><li>● If you can't stop ruminating, think about what you're fighting for; what kind of world do you want to live in?</li><li>● The work is continuous; seek next steps for progress</li></ul>	<ul style="list-style-type: none"><li>● Acknowledge and validate with each other that this is uncomfortable</li><li>● Confronting the history and benefits of whiteness, including personal advantages of inequities, can be embarrassing and humiliating</li><li>● Start with accepting discomfort; deal with it first (if not ready to embrace)</li><li>● Helpful to know we all feel it; power and beauty in being in this together</li></ul>