



SUSPEND

- Judgement
- Denial
- Guilt
- Assumptions
- Distractions
- Interruptions
- Side conversations
- Titles

EMBRACE

- Awareness towards **understanding**
- Leaning into discomfort
- Critical **self-reflection**
- Opportunities for cognitive dissonance
- Helping to create a **safe & brave space**
- Opportunity to **learn** about identities & biases
- **Vulnerability**, willingness to "catch" each other
- Speak from "I" perspective (not for an entire group); Allow others to tell their own stories (check first)
- **Share air time** - if you've spoken twice in a row, allow others to speak first
- **Staying in the moment**

