

**The Salt Lake City School District is committed to learning and work environments where everyone is treated with dignity**

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**Dignity:** *"I treat everyone with dignity. Everyone is born with inherent value. I listen, engage, and include others. We can disagree with dignity."*

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**Connectedness:** *"I fully engage with others, I'm open to admitting mistakes I've made, and I can change my mind."*

6

**Curious:** *"I make an effort to talk to others, even if I don't agree with them on everything, I focus on our shared interests and values."*

5

**Respect:** *"I recognize that others have a right to be here; even though it's difficult, it's their school, too."*

4

**Dismissive** *"I'm better than them. They're different and annoying. They're not one of us. We shouldn't trust them."*

3

**Disdain:** *"I'm doing as good as I can, while some others are bad. They're responsible for so many problems here."*

2

**Disgust:** *"Some people here really disgust me. Things would be better if they weren't here."*

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**Contempt:** *"I hate some people in this school. They are terrible and destroying it here. They need to go. We need to get them before they get us."*

# Building Skills for Dignified Disagreement

Honoring someone's dignity can be difficult, especially when situations get **heated**. Follow these steps when stress rises – and join the movement of Americans **easing divisions, preventing violence, and solving problems** by choosing dignity over contempt.



## Be curious, not furious

When there is a disagreement, approach it with curiosity, using language that invites dialogue



## Regulate then debate

When you start to get upset, pause and take a breath before speaking



## Listen to hear, not to respond

When you start to get upset, pause and take a breath before speaking



## Challenge ideas, don't attack people

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## Acknowledge knowledge

When someone else makes a logical or interesting point, acknowledge their point



## Build up rather than tear down

Advocate, explain, and build up your idea rather than just attacking others' ideas and/or dehumanizing people

Adapted from The Dignity Index

Learn more at <https://www.dignityindex.us>