

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

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*"Each one of us is born with inherent worth, so we treat everyone with dignity—no matter what."*

7

*"We fully engage with the other side, discussing even values and interests we don't share, open to admitting mistakes or changing our minds."*

6

*"We always talk to the other side, searching for the values and interests we share."*

5

*"The other side has a right to be here and a right to be heard. It's their country too."*

4

*"We're better than those people. They don't really belong. They're not one of us."*

3

*"We're the good people and they're the bad people. It's us vs. them."*

2

*"Those people are evil and they're going to ruin our country if we let them. It's us or them."*

1

*"They're not even human. It's our moral duty to destroy them before they destroy 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

Challenge ideas, don't attack people.



## 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>