



MCDS COMMUNITY NORMS

BE A LEARNER AND EXPECT THAT EVERYONE ELSE IS LEARNING, TOO

- » Seek opportunities to broaden your perspective and knowledge; don't always rely on others to teach you
- » Be authentically curious and challenge your assumptions; seek answers to questions from multiple sources
- » Be open to other perspectives and to changing your mind

MAKE EFFORTS TO MAKE AUTHENTIC CONNECTIONS WITHIN THE COMMUNITY, NOT JUST WITH THOSE IN YOUR IMMEDIATE "CIRCLES"

- » Greet each other by name -- if you do not know someone's name, ask
- » Get to know each other and the role each person plays in our community- avoid making assumptions
- » Find ways to better understand, challenge, and counteract your own biases

WELCOME CIVIL FRICTION: HAVE HARD CONVERSATIONS WITH EACH OTHER (STUDENTS INCLUDED)

- » Give each other authentic feedback
- » It's okay to feel uncomfortable (while asking for help when needed); it is not okay to avoid the conversation
- » Expect non-closure: these topics are ongoing dialogues, not one-time conversations