

## OUR COMMITMENT TO JUSTICE

As an Episcopal school, we are rooted in the values of compassion for our human family, the strength of dialogue to promote understanding, and a commitment to inclusion. Our Episcopal roots further challenge us to create an environment—both within and beyond our school—that recognizes each person's lived experiences and where everyone thrives and is valued.

At Oregon Episcopal School, we cultivate and tend a Beloved Community. As an educational institution, we have a responsibility to model civil discourse grounded in the values of our school. This requires curious and compassionate communication that seeks to bridge differences while honoring the dignity of each individual. The following principles are intended to guide conversations that may prove challenging.

# Principles for Civil Discourse:

## Be present

- Consider the time and place for dialogue
- Pay attention to your own emotions, reactions, and responses
- Recognize the impact of your word choice and body language
- Pause the conversation and return to it at a later time if necessary

## Be more curious than certain

- Respond with honest, open questions
- Consider what both you and the other person may have at stake
- Share your truth in ways that honor other perspectives
- Understanding each other better is a sign of success

## Be clear in your purpose

- Challenge the idea, not the person
- Differentiate between facts and opinions
- Acknowledge that resolution may not happen, but make a plan for next steps
- Aim to emerge with everyone's dignity intact

## Be relationship-centered

- Affirm relationship and common purpose as you enter; return to these as you proceed
- Celebrate common ground
- Observe confidentiality when requested
- Be kind, fair, and thoughtful if you tell the story of your conversation



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