



Equity in Practice Guidelines

Adapted by GVI Team Members, 2022

Source: *Equity in Practice Guidelines*

- Try On: We will keep an open mind, to better understand the world and one another.
- Experience Discomfort: We will commit to being uncomfortable to grow; change doesn't happen where we're comfortable and complacent.
- Move up, Move up: If you're speaking loudly and often, move up your listening and if you are more hesitant to share your voice, move up your verbal participation.
- Be aware of Intent and Impact: In cross-cultural interactions take risks- exchange and receive honest feedback about our impact on others.
- Practice both/and thinking: Put yourself in someone else's shoes; nothing is black and white. Accept that conflicting truths can exist at the same time.
- Be Aware of the Room and Reactions: Pay attention to what you are saying and how you are saying it, and be mindful of how other people are reacting.
- Practice Self Focus: When we find ourselves getting irritated with others it's effective to focus inward by using I statements, as opposed to placing blame or shame.
- Expect & Accept non-closure: There is no easy "quick fix" solution and that's ok.
- Safe / Brave Space: Are you unsafe or just uncomfortable? Be kind and take chances.