

# ROPES: The Ground Rules

## Read and Discuss the Ground Rules

### **R = Respect/Risk**

- \* Treat each other with respect, even if you disagree. *No putdowns.*
- \* Only one person speaks at a time. Listen carefully to each other without interruptions.

### **O = Openness/Ouch**

- \* Speak honestly. The most respectful thing we can do together is to be real. Be willing to say what you really think about each topic. If you hold back, we cannot learn from you.
- \* If someone or something offends you, it is your responsibility as a member of this Diversity circle to say, "Ouch." Let the speaker finish, and then tell the group how you were hurt or angered and why.

### **P = Participation/Pass**

- \* Speak briefly so everyone has a chance to participate.
- \* Stay on the topic at hand.

### **E = Education/Escuchar (Spanish: to listen)**

- \* The facilitators are not experts. They are here to help facilitate the process.
- \* Everyone has come to the table to learn, grow, and share.

### **S = Sensitivity/Safety**

- \* Use "I" Statements. Speak only for yourself, rather than as a representative for any group. Remember the others are only speaking for themselves.
- \* Confidentiality is important. Speak about what is happening, not who said it.