

SJEC Group Commitments

Relational Commitments

- Respect each other
- Assume positive intent; acknowledge impact; own impact
- Acknowledge bias, reduce harm & create opportunity
- Lean into discomfort
- Respect each other
- Listen to understand
- Step up, step back
- Be open and willing to learn and grow
- What is said here stays here; what is learned here leaves with us
- Build bridges

Operational Commitments

- Reflection Moments – at the end of discussion before taking action, take a moment collectively to pause and silently reflect on the conversation. At the end of the 30 seconds, invite anyone who has not yet spoken to contribute before taking action.
- Three Golden Questions – If conversation is becoming heated and needs to be re-focused, the Chair will call the group to order and present the Three Golden Questions to re-center the conversation:
 - What is your greatest concern?
 - What do you most want to see happen?
 - What do you most want the other person to understand?