



Embracing Equity

The Four Agreements¹



Stay Engaged

- Listen fully with your ears, eyes, and heart
- Seek clarification to deepen your understanding
- Limit distractions, including technology
- Notice when you are disengaging and bring yourself back



Expect/Accept Non-Closure

- Hang out in uncertainty
- Let there be more questions than answers
- Be open to the experiences of others
- Allow others to enter the conversation in different places and ways



Speak Your Truth

- Use “I” statements
- Share your story
- Avoid blame and judgement
- Allow what you share to be messy, but not mean



Experience Discomfort

- Bring issues into the open
- Notice moments of discomfort
- Attend to the way you react to discomfort, name it, and lean in
- Remind yourself that growth occurs in discomfort

¹Adapted from Singleton and Linton, *Courageous Conversations About Race*

