

Equity & Inclusion Group Groundrules

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1. **This isn't Diversity 101.**
2. **No tone policing!**
3. **We all have different backgrounds and cultures; don't assume!**
4. **Do not belittle or ignore someone's lived experiences.**
5. **Elevate the voices of marginalized members.**
6. **Respect intersectionality.**
7. **Tokenization of an identity is not acceptable.**
8. **Past "rights" don't right a wrong.**
9. **Respect confidentiality within the group.**
10. **Apologize when appropriate.**