

# Inclusion Summit

# Community Agreements

**RUTGERS**  
Division of Diversity, Inclusion,  
and Community Engagement

**TYLER CLEMENTI CENTER**  
FOR DIVERSITY EDUCATION  
AND BIAS PREVENTION



## BRING AN OPEN AND SELF-REFLECTIVE MINDSET

- Turn reaction and judgment to wonder. Ask yourself, “I wonder why they feel/think this way?” or “I wonder what my reaction teaches me about myself.” Set aside judgment to listen to others—and to yourself—more deeply
- Assume good intentions and speak directly when harm occurs
- Allow people, including yourself, the opportunity to make mistakes. Consider the conditions required to enable folks to be open to learning in real time, grappling with concepts that might be new to them, or how to translate those ideas into practice

## ENGAGE IN AFFIRMING BEHAVIORS

- Use affirming pronouns
- Check pronunciation of names
- If you make a mistake, acknowledge it, apologize, and continue the conversation
- Don’t interrupt. Leave space for others to engage and express their comments and ideas
- Affirm the person, critique the idea
- Avoid generalizing or making assumptions about groups. Speak from your own experience. Use “I” statements
- Honor confidentiality, do not share others’ experiences without permission
- For our virtual attendees: If you wouldn’t say it to someone’s face, refrain from typing or speaking it online



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## ATTEND TO YOUR WELL-BEING

- We have two built in breaks and lunch, but take time when you need it
- Gender Inclusive restroom is located on the 2nd floor
- Lactation room is near front entrance in the Livingston Lounge

## MEDIA POLICY

By attending this event, you are giving permission to Rutgers to record your image and/or voice and grant Rutgers all rights to use these recordings or photographs in any medium for educational, promotional, advertising, or other purposes that support the mission of the university.

## NO TOLERANCE POLICY

The Inclusion Summit has a no tolerance policy for discriminatory, harassing, or bullying language or behavior. This includes:

- Unwanted physical or verbal conduct
- Unwelcome comments about body, appearance, accent, or dress
- Derogatory comments or actions
- Threatening retaliation after a negative response to such conduct
- Threatening, humiliating, or intimidating behaviors

**If you engage in any of these behaviors, you will be asked to leave.**

Adapted from the National Academies of Sciences, Engineering and Medicine's Action Collaborative on Preventing Sexual Harassment in Higher Education's Principles for Meeting Engagement, the ARC Network's Code of Conduct, and the Truth, Racial Healing and Transformation Center at Rutgers-Newark.

