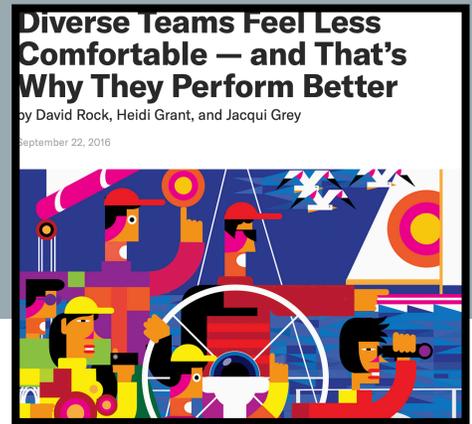


Race, Gender, and Identity in the 21st Century Scientific Community.

GROUND RULES



1. Speak in the “I” tone about your personal experiences and beliefs.
2. Actively listen and don't interrupt. Active listening means not waiting to speak.
3. No recordings of conversations.
4. Practice mindfulness, i.e., being mindful of surroundings and how you speak and respond to others.
5. Strive to seek empathy.
6. Come in every day with an open mind.
7. Be intentional about what you say and be personally responsible for your actions and mistakes.
8. Have the mindset to learn.
9. Shift from the mindset of winning sides to that of solving a problem.
10. Have a goal for consensus on an issue.
11. Respectfully disagree with others.