

<b>RULES OF ENGAGEMENT</b> <b>“Do not give me feedback, but if you do I expect you to...”</b>	<b>ENGAGEMENT RE-IMAGINED</b> <b>“Feedback across power takes risk”</b> <b>“Feedback from POC indicates trust.”</b> <b>“Feedback is essential to my growth.”</b>
Use proper tone.	
Trust that I’m not racist.	
Be sure we have no other issues.	
Give it immediately.	
Give it privately.	
Be indirect.	
Keep me safe.	
Don’t forget how I am oppressed.	
Focus on my intentions.	
Don’t misunderstand me.	

<b>EMOTIONS</b>	
Everyone's emotions are important and need to be validated.	
I'm just a crier. It's who I am.	
<b>SILENCE</b>	
But I'm an introvert / It's my personality / I never talk in groups.	
I need processing time.	
I don't want to make a mistake / offend anyone.	
I'm being careful not to dominate.	
My manager/boss is in the room.	
I'm just listening.	
I don't feel safe.	
I already know all this.	
Everyone has said what I've been thinking / I have nothing to add	