



EQUITY LEADERSHIP PRINCIPLES

- Listen actively; listen to understand.
- Speak for yourself, share your experience.
- Share air-space.
- Name a dynamic.
- My normal may not be your normal.
- Intent vs. impact.
- Stay engaged, stay in relationship.
- Be open to feedback, ask clarifying questions.
- Expect and accept non-closure.
- Be aware of your feelings and thoughts.
Stay present to your experience.