Committee of Interns and Residents
SEIUHealthcare

CIR Community Guidelines for Discussion

- Listen respectfully without interrupting
- Listen actively and with an ear to understand others' views.
- Step up, step back.
- Assume that everyone is coming into these discussions with good intentions.
- We all don't have to agree but can respectfully disagree.
- Criticize ideas, not individuals. Use "I" statements.
- We are empowered together and we agree to be allies to each other
- Avoid blame, speculation, cursing and inflammatory language.
- Avoid assumptions about any member or generalizations about social groups.
- Avoid any hate speech or content targeting a person or group of people; instead, focus on concepts or institutions