

## **CPP Respectful and Inclusive Communication**

### ***Principles of Respectful and Inclusive Communication***

- 1) Commit to engage and be present, recognizing engagement can look different for different individuals.
- 2) Offer a non-judgmental space, actively practicing self-compassion and compassion for others within this space.
- 3) Individuals are offered an opportunity to speak, with an expectation this information will be kept confidential in the group setting.
- 4) At the same time, individuals who identify as being traditionally underrepresented in clinical psychology or science may be one of a limited number of people in a group. There is no expectation that any single individual represent any specific “group” (tokenism).
- 5) Individuals are not expected to speak about their lived experiences or opinions based on lived experience.
- 6) Acknowledge that all individuals are at different phases of awareness and change.
- 7) Acknowledge we will all make mistakes and commit to extending compassion to others and ourselves.
- 8) Acknowledge we will each feel uncomfortable at times and it is important to distinguish this from feeling unsafe. We also recognize accepting and exploring feeling uncomfortable can lead to growth.
- 9) Acknowledge where our contributions are coming from and that they may reflect any of the following: privilege, white supremacy, and unconscious bias. Our opinions reflect our own perspective.

### ***Strategies for Respectful and Inclusive Communication***

- 1) Reduce power dynamics by utilizing a collaborative group organization as opposed to a hierarchical group organization.
- 2) When disagreements arise, engage in a respectful manner by focusing on differences in ideas and terms and not characteristics of the person.
- 3) Be vigilant for the potential for the use of language that enhances tokenism when referring or discussing individuals.
- 4) Allow time to sit with discomfort or disagreement before reacting.
- 5) Bring to attention to mistakes graciously.
- 6) Offer constructive feedback in a kind way.
- 7) Commit to using person first language.
- 8) Be open to giving and accepting feedback.
- 9) When note taking (e.g., minutes), record themes as opposed to specific shared lived experience