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.