

COMMUNITY NORMS FOR CULTIVATING AN INCLUSIVE CAMPUS CLIMATE

BE BOUNDLESS



BACKGROUND

Goal 1 of UW Law's Strategic Plan for Diversity, Equity, Inclusion, Multiculturalism and Antiracism is to cultivate an inclusive campus climate. The following goals, principles and encouraged practices have been developed by students, staff and faculty to move us toward achieving that goal.

GOALS

- UW Law will be a welcoming and engaged learning community.
- UW Law will foster an attitude/culture that facilitates honest/open feedback.
- UW Law will promote an atmosphere that respects the dignity and worth of each person.
- UW Law will encourage curiosity in learning, self-awareness and humility.

GENERAL PRINCIPLES FOR THE UW LAW COMMUNITY

- Collaborate for the betterment of the community and one another.
- Invite differing opinions and seek to better understand each other.
- Expect occasional discomfort when discussing difficult topics and strive to promote inclusive conversations and high-end inquiry.
- Acknowledge and respect the difference between intent and impact.
- Be willing to address impact regardless of intention.
- Recognize that we all have biases that impact engagement within the community.
- Recognize the impacts of privilege and power within the community, on both systemic and interpersonal levels.

ENCOURAGED PRACTICES

To embrace UW Law's General Principles and effectuate its Goals, members of the UW Law Community are encouraged to, more fully:

- Listen actively and generously.
 - Be fully present and focused on the speaker to best understand what is being said.
 - Avoid defensiveness.
 - Reflect on what has been said rather than simply waiting for an opportunity to respond.
- Continue lifelong learning by remaining curious and committed to active growth.
 - Engage with people having different backgrounds and reflect on the knowledge/insights gained from these interactions.
 - Be aware of personal lived experience that has shaped and continues to shape each person's perceptions, decisions and actions.
 - Be willing to make and learn from mistakes; we all will make them.
- Remain open and engaged:
 - Approach all conversations with empathy, humility and awareness of one's own biases.
 - Redouble efforts to listen actively and generously, including by avoiding becoming defensive and, if necessary, pausing to reflect on what is being said before reacting.

- Consider one's own impact on the conversation and ask questions before drawing conclusions and making assumptions.
- Engage in lifelong learning and personal and professional development.
 - Participate in trainings, workshops and events.
 - Seek opportunities to collaborate with and learn from colleagues.
 - Those who have power should share it and consider how to create brave spaces for others.