

## **Guidelines for Anti Sexism Training, Part 1**

- Our commitment is to learn and achieve understanding from discussion facilitators, from each other, from material and from our work
- We acknowledge the existence of racism, sexism, ageism, ableism, classism, heterosexism, and other forms of oppression
- We will be held accountable for repeating misinformation after we have heard and learned otherwise
- Victims are not to be blamed for their oppression
- We assume that people will strive to do the best they can to participate in the training
- We will not demean, devalue, or trivialize any other person or group for their experiences or perspectives
- We agree to respect confidentiality when it is requested

## Guidelines for Anti Sexism Training, Part 2 - Debate vs. Dialog

### DIALOG

*The understanding of myself and others*

### DEBATE

*The successful argument of my position over that of my opponent*

I listen with the view of wanting to understand.	I listen with the view of countering what I hear.
I listen for strengths, so as to affirm and learn.	I listen for weaknesses, so as to discount and devalue.
I speak for myself from my own understanding and experiences.	I speak based on my assumptions about other' position/motives.
I ask questions to increase understanding.	I ask questions to trip or to confuse.
I allow others to complete their communications.	I interrupt or change the subject.
I concentrate on others' words and feelings.	I focus on the point I want to make next.
I allow the expression of real feelings in me and in others, for their feelings are understanding and catharsis.	I critique others' experiences as distorted or invalid.
I allow the expression of real feelings in me and in others, for their feelings are understanding and catharsis.	I express my feelings to manipulate others and deny that their feelings are legitimate.
I honor silence.	I use silence to gain advantage.