

## **Communication Centered on Mutual Respect (Feb 2015)**

AWARE hosts a wide variety of events to advance broader participation of women and other under-represented groups in STEM; to foster scientific excellence; and to encourage best practices and promote a better working environment for all members of the department.

During AWARE meetings, we will often discuss difficult topics on which we will have widely different opinions, based on our convictions and personal journeys. During such discussions, we request that everyone honors the tenet of communication centered on mutual respect. We request that all participants respect freedom of expression and diversity of opinions. In particular, it is important that

- a) We acknowledge and validate each other's experiences.
- b) We do not unconsciously fall in the trap of devaluing someone's experience because some of us had it worse or better.
- c) We are sensitive to the fact that one solution does not fit all.