OU’s Framework for Engaging in Conscious Dialogue Discussions

Aspiration

*OU seeks to create a sense of belonging for all students, faculty, and staff*

*We continue to strive to create a community of care for all members*

Dialogue Guidelines Should Begin with Critical Questions:

1. Acknowledge the current state of affairs concerning the issue at hand.
2. Who are the marginalized and underserved groups affected?
3. What is the potential impact of engaging in this conversation?
4. Establish rules and protocols for engagement.
5. Can this discussion or pending decision ignore or worsen existing disparities or produce other unintended consequences?
6. What is the impact, and can additional learning and engagement help to eliminate the disparities or opportunity gaps?
7. What are the barriers to more equitable and sustainable outcomes? (E.g. mandates at the state or local levels, internal and external political climate, financial obstacles, campus or community climates, national platforms, programmatic or managerial concerns, etc.)
8. Who are the stakeholders, and how do we appropriately involve stakeholders in the decisions that may ultimately affect them or the broader community?
9. Create opportunities for further input and suggestions once the initial conversation has concluded. (E.g. A designated email address to receive concerns, a hotline, or a reporting process for continuous feedback and communication.
10. Consider if a single conversation is sufficient or if other opportunities are warranted if that request is made by those participating in the dialogue.

Priorities:

- Ensuring students, faculty and staff safety and wellbeing
- Identifying and addressing continuity of learning and barriers to success
- Innovate to promote excellence and eliminate gaps
- Deepen partnerships and resources to provide the full range of supports and services required for healthy development
- To strategically deploying limited resources
- In addressing system concerns, it is essential to lead with a ethics of care

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