

Staff Resource Guide for Dialogue

Interested in engaging in Curious Conversations with your fellow colleagues?

Curious Conversations allow us to:

- hold space for faculty and staff to engage in collaborative discussions
- explore new ways to address social issues
- acknowledge and celebrate diversity in higher education
- promote awareness, relationship-building through dialogue, and empowerment for change

Meet With Us

Every other week at 11 a.m. on
Tuesday and Wednesday via zoom

Contact us

saddo@binghamton.edu

QUICK REMINDERS

- **Listen first**
 - Try to understand their perspective, follow up with clarifying questions
- **Engage others**
 - Try not to dominate the discussion
- **Be aware of body language**
 - Try to avoid crossing arms or mimicking
- **Respectfully disagree**
 - Discuss Ideas and issues, not people.
- **Avoid insults**
 - No name calling
- **Speak for yourself**
 - Use “I” statements
 - Rephrase and summarize what you’ve heard

INTERGROUP DIALOGUE

Goal: to work towards understanding, not necessarily to reach agreement

Our tips to effectively engage in dialogue

- Reflect, connect, act
- Honor silence
- Listen to understand, hold space and don’t interrupt
- Do not dismiss questions
- Provide a sense of safety
- Exercise empathy and humility
- Ask questions, and allow them to be asked of you
- Allow everyone the opportunity to speak
- Build and be a model for positive relationships
- Explore conflicts from multiple perspectives
- Encourage trust and respect among participants

Important Resources



Binghamton University
Red Folder



About The Program on
Intergroup Relations



Intergroup Dialogue
and Restorative Practices



Discussing War and Conflict



Civil Dialogue Project

DIFFICULT CONVERSATIONS

Before beginning a dialogue, it is helpful to establish ground rules that the group collectively agrees to follow.

Suggested Ground Rules:

- **Be aware** of how much space you take up in the conversation and especially how that intersects with your privileged identities; share the air time with others
- **Listen for understanding**, not to “win”
- **Do not expect** that everyone will always agree
- **Critique ideas, but avoid personal attacks;** dehumanizing others and making personal attacks should not be tolerated
- **Challenge yourself to learn something new** and ask questions when something is unclear
- **Create a space** for students to speak honestly and openly, but also a space for students to acknowledge when someone’s words are hurtful.