

Change the (White) Rules of Engagement - DiAngelo 2018

RULES OF ENGAGEMENT “Do not give me feedback, but if you do I expect you to...”	ENGAGEMENT RE-IMAGINED “Feedback across power takes risk” “Feedback from POC indicates trust.” “Feedback is essential to my growth.”
Use proper tone.	
Trust that I’m not racist.	
Be sure we have no other issues.	
Give it immediately.	
Give it privately.	
Be indirect.	
Keep me safe.	
Don’t forget how I am oppressed.	
Focus on my intentions.	
Don’t misunderstand me.	

EMOTIONS	
Everyone's emotions are important and need to be validated.	
I'm just a crier. It's who I am.	
SILENCE	
But I'm an introvert / It's my personality / I never talk in groups.	
I need processing time.	
I don't want to make a mistake / offend anyone.	
I'm being careful not to dominate.	
My manager/boss is in the room.	
I'm just listening.	
I don't feel safe.	
I already know all this.	
Everyone has said what I've been thinking / I have nothing to add	