GUIDELINES FOR EFFECTIVE CROSS-CULTURAL DIALOGUE

Try On:
Create a learning environment, try out language and model behavior.

It’s OK to Disagree:
It’s accepted that we don’t see things exactly the same way.

No Attack, Blame or Shame of Self or Others:
We accept people where they are and remain open to the possibility for growth. We engage in dialogue to move forward.

Practice Self-Focus:
Don’t speak for others (we/they think or feel). Rather, speak for yourself (I think or feel).

Practice Both/And Thinking:
Develop the skill of holding two thoughts in your mind that may seem in contradiction but don’t have to be. Change “But” to “And” in your language.

Notice Process and Content:
Process is how we engage, content is what we engage about. Both are important.

Be Aware of Intent and Impact:
The impact of your words may be quite different from your intent, but impact is what matters.

Maintain Confidentiality:
Effective and open dialogue requires trust.

JOIN THE CONVERSATION
The Council for Equity and Community is a committee of Lehigh faculty, staff and students committed to serving as a campus resource and agent of cultural change. We encourage constructive dialogue among all members of our community. Find out how you can get involved at lehigh.edu/diversity/cec

THE PRINCIPLES OF OUR EQUITABLE COMMUNITY

Lehigh University is first and foremost an educational institution, committed to developing the future leaders of our changing global society. Every member of our community has a personal responsibility to acknowledge and practice the following basic principles:

We affirm the inherent dignity in all of us, and we maintain an inclusive and equitable community.

We recognize and celebrate the richness contributed to our lives by our diverse community.

We promote mutual understanding among the members of our community.

We confront and reject discrimination in all its forms, including that based on age, color, disability, gender identity, genetic information, marital status, national or ethnic origin, political beliefs, race, religion, sex, sexual orientation, socio-economic, veteran status, or any differences that have been excuses for misunderstanding, dissension, or hatred.

We affirm academic freedom within our community and uphold our commitment to the highest standards of respect, civility, courtesy, and sensitivity toward every individual.

We recognize each person’s right to think and speak as dictated by personal belief and to respectfully disagree with or create another’s point of view.

We promote open expression of our individuality and our differences within the bounds of University policies.

We acknowledge each person’s obligation to the community of which we have chosen to be a part.

We take pride in building and maintaining a culture that is founded on these principles of unity and respect.

Lehigh University is first and foremost an educational institution, committed to developing the future leaders of our changing global society. Every member of our community has a personal responsibility to acknowledge and practice the following basic principles:

We affirm the inherent dignity in all of us, and we maintain an inclusive and equitable community.

We recognize and celebrate the richness contributed to our lives by our diverse community.

We promote mutual understanding among the members of our community.

We confront and reject discrimination in all its forms, including that based on age, color, disability, gender identity, genetic information, marital status, national or ethnic origin, political beliefs, race, religion, sex, sexual orientation, socio-economic, veteran status, or any differences that have been excuses for misunderstanding, dissension, or hatred.

We affirm academic freedom within our community and uphold our commitment to the highest standards of respect, civility, courtesy, and sensitivity toward every individual.

We recognize each person’s right to think and speak as dictated by personal belief and to respectfully disagree with or create another’s point of view.

We promote open expression of our individuality and our differences within the bounds of University policies.

We acknowledge each person’s obligation to the community of which we have chosen to be a part.

We take pride in building and maintaining a culture that is founded on these principles of unity and respect.

Lehigh University is first and foremost an educational institution, committed to developing the future leaders of our changing global society. Every member of our community has a personal responsibility to acknowledge and practice the following basic principles:

We affirm the inherent dignity in all of us, and we maintain an inclusive and equitable community.

We recognize and celebrate the richness contributed to our lives by our diverse community.

We promote mutual understanding among the members of our community.

We confront and reject discrimination in all its forms, including that based on age, color, disability, gender identity, genetic information, marital status, national or ethnic origin, political beliefs, race, religion, sex, sexual orientation, socio-economic, veteran status, or any differences that have been excuses for misunderstanding, dissension, or hatred.

We affirm academic freedom within our community and uphold our commitment to the highest standards of respect, civility, courtesy, and sensitivity toward every individual.

We recognize each person’s right to think and speak as dictated by personal belief and to respectfully disagree with or create another’s point of view.

We promote open expression of our individuality and our differences within the bounds of University policies.

We acknowledge each person’s obligation to the community of which we have chosen to be a part.

We take pride in building and maintaining a culture that is founded on these principles of unity and respect.

Lehigh University is first and foremost an educational institution, committed to developing the future leaders of our changing global society. Every member of our community has a personal responsibility to acknowledge and practice the following basic principles:

We affirm the inherent dignity in all of us, and we maintain an inclusive and equitable community.

We recognize and celebrate the richness contributed to our lives by our diverse community.

We promote mutual understanding among the members of our community.

We confront and reject discrimination in all its forms, including that based on age, color, disability, gender identity, genetic information, marital status, national or ethnic origin, political beliefs, race, religion, sex, sexual orientation, socio-economic, veteran status, or any differences that have been excuses for misunderstanding, dissension, or hatred.

We affirm academic freedom within our community and uphold our commitment to the highest standards of respect, civility, courtesy, and sensitivity toward every individual.

We recognize each person’s right to think and speak as dictated by personal belief and to respectfully disagree with or create another’s point of view.

We promote open expression of our individuality and our differences within the bounds of University policies.

We acknowledge each person’s obligation to the community of which we have chosen to be a part.

We take pride in building and maintaining a culture that is founded on these principles of unity and respect.

Lehigh University is first and foremost an educational institution, committed to developing the future leaders of our changing global society. Every member of our community has a personal responsibility to acknowledge and practice the following basic principles:

We affirm the inherent dignity in all of us, and we maintain an inclusive and equitable community.

We recognize and celebrate the richness contributed to our lives by our diverse community.

We promote mutual understanding among the members of our community.

We confront and reject discrimination in all its forms, including that based on age, color, disability, gender identity, genetic information, marital status, national or ethnic origin, political beliefs, race, religion, sex, sexual orientation, socio-economic, veteran status, or any differences that have been excuses for misunderstanding, dissension, or hatred.

We affirm academic freedom within our community and uphold our commitment to the highest standards of respect, civility, courtesy, and sensitivity toward every individual.

We recognize each person’s right to think and speak as dictated by personal belief and to respectfully disagree with or create another’s point of view.

We promote open expression of our individuality and our differences within the bounds of University policies.

We acknowledge each person’s obligation to the community of which we have chosen to be a part.

We take pride in building and maintaining a culture that is founded on these principles of unity and respect.
We promote academic freedom within our community and strive for it to be practiced at high standards.

We support the free expression of our uniqueness and diversity within the limits of the policies.

We recognize the rich contribution of our diverse community to our lives.

The University of Lehigh is foremost an educational institution dedicated to the development of future leaders for a constantly evolving global society.

We affirm the moral obligation of each one of us towards our community within the limits of the policies.

We affirm the inherent dignity of all, we maintain a community of inclusion and equality.

We challenge and reject all forms of discrimination, including those based on age, color of the skin, disability, gender, gender identity, sexual orientation, socioeconomic status, marital status, ethnic or national origin, political beliefs, race, religion, sex, sexual orientation, national origin, or any other characteristic that may lead to discrimination.

We recognize and value the right of each one of us to think and speak without fear of being used as an excuse to promote misunderstanding, conflict, or hatred.

We affirm the principles of our equitable community and the values of respect, civility, and sensitivity to all people.

We encourage social members to treat each other with respect and to accept and respect the differences.

We affirm the right of every person to express their views and opinions, and to disagree and protest within the limits of the policies.

We affirm the principles of our equitable community, the role of each member of the community in the formation of the culture that is based in the principles of respect, civility, and sensitivity.