



Crucial Conversation Team Charter

Charge: Create the opportunities and safe space for individuals to share their experiences, perspectives, and emotions. In the same space, listen with respect to the voices of others. We invite the Gateway community to lean with courage into sensitive topics with authenticity, empathy, thoughtfulness, vulnerability, and respect.

Outcomes:

- Identify and support individuals willing to lead crucial conversations for the Gateway community on DEI.
- Through conversation, we foster understanding, learn from each other, and begin to process difficult thoughts and emotions.

Accountability: The Crucial Conversation Team is accountable to the DEI Steering Committee.

Communication: The Crucial Conversation Team must communicate with other DEI work teams to ensure alignment of activities and outcomes.

Membership:

- Members will be selected from the DEI Steering Committee and/or selected from volunteers.
- The DEI Leadership Team will approve the membership of the work team.

Facilitation:

- Each work team will have a facilitator from the DEI Steering Committee
- Facilitator will be responsible for creating agendas, convening and conducting meetings, and ensuring notes are taken.