1. Affirm the dignity and respect of all persons
2. Condemn racism, bigotry, and discrimination in all of its forms
3. Acknowledge that each person’s individual identity gives them a unique perspective of the world around them
4. Understand that individuals have differing degrees of privilege based on their intersecting identities
5. Understand that every person is at a different point in their education of social and institutional inequities
6. Make it your responsibility to constantly reassess your privilege and bias
7. Learn from moments of disagreement with people who have different experiences
8. Challenge the idea, not the person
9. Be present
10. Speak from the I perspective
11. When questioning a fellow assembly member, ask clarifying questions rather than making assumptions
12. Lean into discomfort