

### **Meadville Lombard Guidelines of Right Relations**

I, as a member of the Meadville Lombard Theological School community, in an intentional effort to nurture communication and model our principles, acknowledge a need to encourage Right Relations. To that end I observe these guidelines:

1. I will use "I" statements when sharing my experiences, feelings and opinions.
2. I will seek to understand, listening with an open heart and an open mind.
3. I will withhold unsolicited personal judgments and examine my assumptions.
4. I will speak my truth in constructive and civil ways, considering how my communication style affects others.
5. I will, if I have a concern with someone, speak with that person directly and not about them.
6. I will practice Right Relations with *all* members of the Meadville community, seeking self-awareness, and offering honesty, patience, and courage in each interaction.
7. I will acknowledge indications of pain, concern or discomfort in our community.
8. I will advocate for persons who identify with groups that are marginalized and oppressed, understanding that conflicts will arise and that neat solutions cannot always be found.
9. I will work for anti-racist, anti-oppressive, multi-cultural justice.
10. I will seek to learn more about those who experience discrimination in our church, our school, our nation.
11. I will recognize that the work we do together is sometimes difficult, and that in order to work we must stay 'at the table' together. This will involve taking risks.
12. I will treat my colleagues with love, compassion, dignity, and respect.
13. I will acknowledge that this is a living document, intended to be improved as the community sees fit.

Bringing joy, hope, and justice to all I do as a member of this community, I seek to embody and enact these Guidelines of Right Relations with the love, reverence and humility one should expect from our religious community.

approved January 18, 2006