

# THE SBVC WAY: LEADING WITH LOVE

*Equitable Dialogue: meetings where everyone's voice matters:*



## "I" Statements:

- **Instead of:** "Everyone knows the budget is impossible"
- **Try:** "I'm concerned about how the budget affects my department"



## Step Up, Step Back:

Contribute when you have something valuable to add, make space when others need to be heard

- **Self-Monitor:** Count your contributions - are you dominating or disappearing?
- **Read the Room:** Notice body language, who's trying to speak, who's checked out
- **Course Correct:** Been talking a lot? Step back. Haven't contributed? Step up.
- **Value Added:** Is what you're about to say new information or just restating your position?
- **Adjust:** Share the conversational space
- **Make Space Safe:** Actively encourage quieter colleagues - "I'd love to hear from [name]" or "What do others think?"



## Focus on Ideas:

Critique proposals through the lens of student success and institutional effectiveness, not personal opinions or presenters"

- **Good:** "I see potential problems with this timeline because..."
- **Not helpful:** "That's a terrible idea" or assumptions about motives



## Solutions First:

Yes, identify issues, but help us move forward

**Better:** "Here's the challenge I see, here's my proposed solution, and I'm willing to be part of making it happen"

## Creating Respectful Space



**Listen Actively:** Give speakers your attention without planning your rebuttal



**Honor Time:** Respect agenda limits and others' schedules



**Learn from Mistakes:** When things go sideways, focus on improvement, not blame



**Accountability:** Regular check-ins on how we're doing with these norms