

Grounding Questions

- Why are you here? Why are you in this group? What life experiences led you to that decision?
- What identities are you bringing into the room, both hidden & unhidden, privileged & marginalized? How does that shape your positionality?
 - Positionality is where you are positioned and where you position yourself because of your identities. It is where you stand in relation to your social and political context. What is your proximity to privilege and oppression? Where are you in relation to systems of power? It's also how your identity shapes your stance or belief system and your overall take on the world.
- What should the people you hope to work with know about how you move through the world?
- What do you hope to take away from the group? What do you hope to contribute?
- What do you think participating in this group will cost you? How are you preparing yourself for that loss? How will you mitigate that?
- What do you hope to learn (about yourself, your colleagues, the world etc)?
- What are some realistic goals you can set for yourself and this process? How will you measure/document your progress?
- How do you want to be held accountable to your goals? Who specifically is holding you to that? Would a buddy be helpful for you? How often would you want to check-in?
- How do you show up when you are frustrated, sad, confused, angry etc? What signs should your group members be aware of? How should they respond when you are having emotional responses? Do you want follow-ups and when should they occur? In real-time (in a separate chat or in front of everyone?) or after the fact?
- How would you prefer it be handled if you mess up or inadvertently say the wrong thing (which everyone will most likely do!)?
- How will you create an EDI practice? How can you create time each day or each moment to “practice” the application of this work or dive deeper into your learning?
- What is your vow to yourself, to this group, and to this work, and where does that commitment live in the real world? Have you written it down? Have you spoken it out loud? To who?