



Creating Effective Social Contracts

HILT Conference 2024

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Setting community norms on day 1 can help foster dialogue and create safe spaces for learning.

But then what?

Norm Setting in Action

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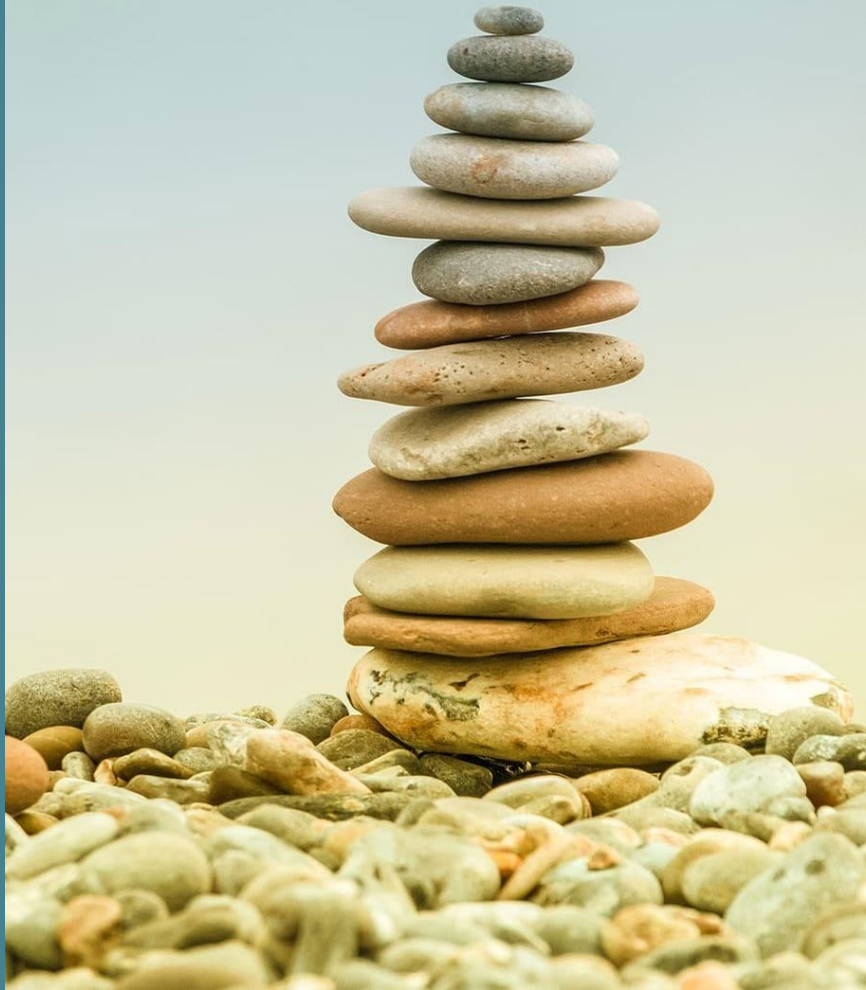


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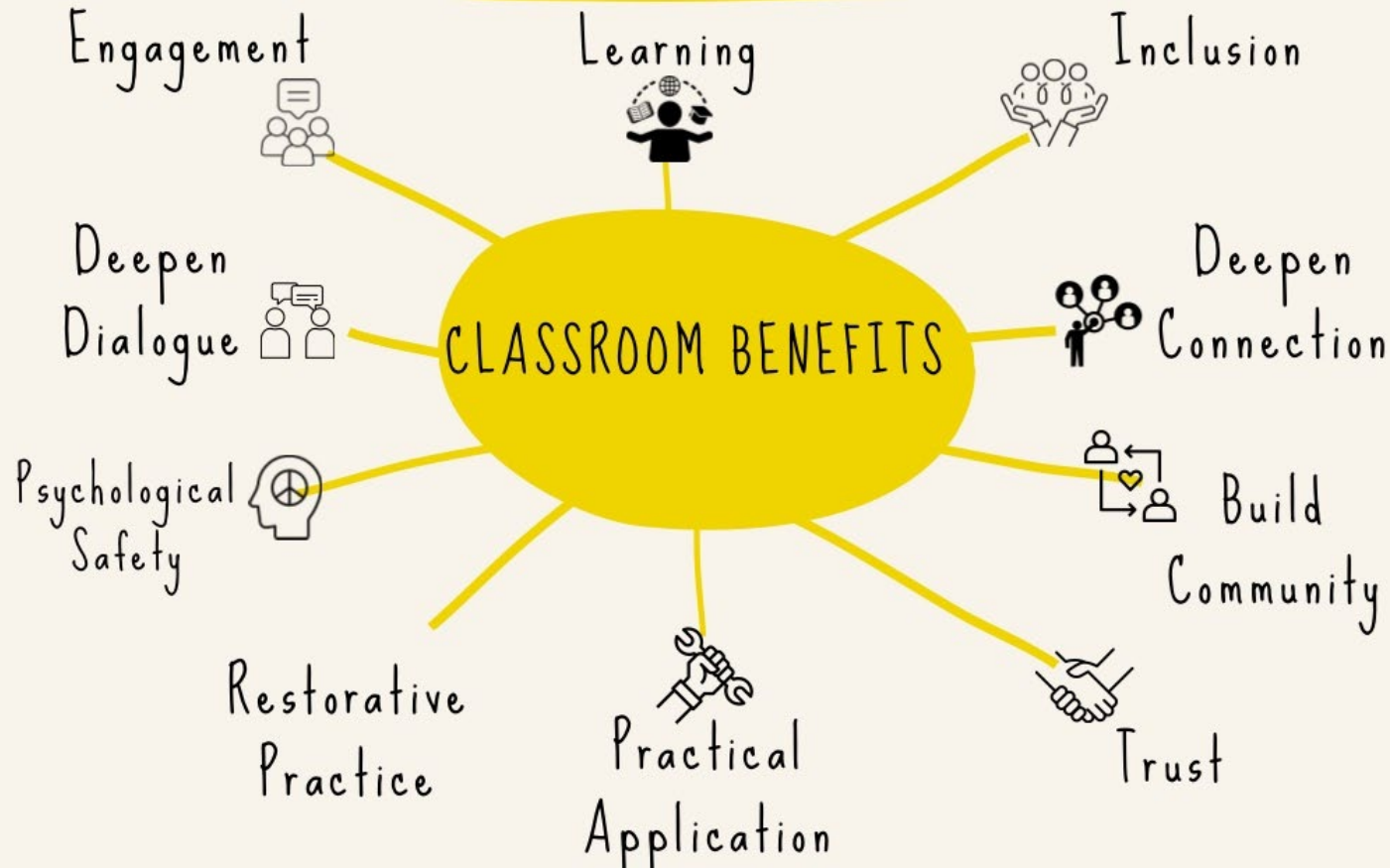




Touchstones

Discussion practices and working agreements established to cultivate a space for sharing, learning and optimizing engagement.

TOUCHSTONES



PRESENCE

Commitment to the space
and my classmates.

How do I show up?

Presume and extend
welcome.

Focus, focus, focus.

Confidentiality.

Believe that it's possible...

OUTWARD

Contribution to and
caretaking of the space.

*What will I bring to the
space?*

Author your story.

Take space, make space.

Respond to others with
honest, open questions.

Love the questions
themselves, let the
questions breathe.

INWARD

Digestion and discovery.

*What will I take from the
space?*

Attend to your own inner
teacher.

When the going gets
rough, turn to wonder.

Trust, listen to, and learn
from the silence.

Welcome discomfort and
dislocation.

Creating Community in **This** Course, Zoe Marks, HKS

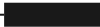
- What's heard here stays here, but what's learned here leaves here.
- Take space, make space (step up, step back)
- Speak as though one of us in the room has lived what you're discussing/describing.
- Debate ideas, not people.
- Be on a growth trajectory and remember others are as well.
 - *Our destinations do not have to be the same.*
- Share! Knowledge, experiences, questions.
- Don't apologize for learning
 - ...For asking questions, or not having the right words.
 - Do feel free to circle back, reframe, or revisit.
- I won't ask you to do anything I wouldn't do myself.

Other suggestions for creating a rigorous, caring community?

How else can you help maximize individual and collective learning?

What **ideas** for norms or ways to **categorize** them did you take away?

How might you use them in your course?

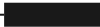


Maintaining Norms & Handling Broken Norms

Table Discussion

How might you **maintain** norms throughout the semester?

How would you handle a **broken** norm?



Commitment

Takeaways

1. One norm

2. One method for maintaining the norm

3. One method for handling if the norm is broken
