



Book Recommendation from-
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What are the skills that need both to be learned and to become a normal part of the way people interact with one another?

- **Honors one's own dignity and others' dignity-** 10 elements of dignity as a guide
- **Defend one's dignity with skill and humanity when necessary**
- **Give, receive, and ask for feedback-** we all have blind spots and that everyone needs the eyes of others see what we cannot
- **Resolve conflict with dignity-** conflict is a signal that something needs to change
- **Take Responsibility for violating the dignity of others-** apologize and build trust

The 10 Elements of Dignity

ACCEPTING DIGNITY

Approach people as being neither inferior nor superior to you. Give others the freedom to express their authentic selves without fear of being negatively judged. Interact without prejudice or bias, accepting the ways in which race, religion, ethnicity, gender, class, age, and disability may be at the core of other people's identities. Assume that others have integrity.

INCLUSION

Make others feel that they belong, whatever the relationship – whether they are in your family, community, organization, or nation.

SAFETY

Put people at ease at two levels: physically, so they feel safe from bodily harm, and psychologically, so they feel safe from being humiliated. Help them to feel free to speak without fear of retribution.

ACKNOWLEDGEMENT

Give people your full attention by listening, hearing, validating, and responding to their concerns, feelings, and experiences.

INDEPENDENCE

Encourage people to act on their own behalf so that they feel in control of their lives and experience a sense of hope and possibility.

RECOGNITION

Validate others for their talents, hard work, thoughtfulness, and help. Be generous with praise, and show appreciation and gratitude to others for their contributions and ideas.

FAIRNESS

Treat people justly, with equality, and in an even-handed way according to agreed-on laws and rules. People feel that you have honored their dignity when you treat them without discrimination or injustice.

BENEFIT OF THE DOUBT

Treat people as trustworthy. Start with the premise that others have good motives and are acting with integrity.

UNDERSTANDING

Believe that what others think matters. Give them the chance to explain and express their points of view. Actively listen in order to understand them.

ACCOUNTABILITY

Take responsibility for your actions. If you have violated the dignity of another person, apologize. Make a commitment to change your hurtful behaviors.

How to disagree with dignity.

Honoring someone's inherent worth can be difficult, especially when situations get **heated**. Follow these research-based steps to join the movement of Americans **easing divisions, preventing violence, and solving problems** by choosing dignity over contempt.



BASELINE BLUE

Treat everyone with dignity.

Standing for principles doesn't mean standing against people. Tune out hate and outrage in your thoughts and actions – and in the people you listen to as well



CODE GREEN

Take a breath.

If a sensitive issue arises, count to ten before you speak.



CODE YELLOW

"Tell me more."

If conflict arises, ask to hear more, and listen without interrupting.



CODE ORANGE

Answer with dignity.

If contempt arises, focus instead on facts, decisions, actions, and outcomes.



CODE RED

Prioritize safety.

Dignity can be a powerful tool in preventing the conditions that lead to violence. But if you feel the threat of violence, seek safety.