



These guidelines were created by the AIACV EDI Committee, and approved by the Board of Directors in June 2020, as means of supporting an equitable, diverse, and inclusive environment for Chapter Committee Meetings, activities and events.

By entering this space, I agree to abide by the following:



Respect.

Respect each other. Don't make assumptions. Be mindful we all have different experiences.



Make "I" statements.

Speak from your own perspective and not for others. Challenge the idea not the person.



One Mic, One Speaker.

One speaker at a time. Don't interrupt. If you have something to say, signal a gesture. The group can agree on a gesture such as raising your hand.



Make space, take space.

Be aware that opinions can differ and encourage others to share. Make space for other's opinions and also take opportunities to share and be heard.



Try On!

Try on new processes, ideas, and perspectives to gain a different outlook. There will be times you will hear something that will make you uncomfortable or things you don't know about.



Ouch, Oops, Sorry.

When we are hurt, say something if you want. When we hurt someone, apologize. Own your impact. We are working to understand each other and we will make mistakes that can lead to learning opportunities.



Confidentiality.

Not all meetings need to be confidential, but if the group agrees to confidentiality, it should be respected.

A facilitator will implement the community guidelines and maintain the space as follows:

- Make sure everyone has a chance to express their ideas and feelings.
- Keep discussion moving in a direction that produces a product (decision, proposal, brainstorm, etc).
- Maintain a safe and respectful group environment where the group has taken ownership of what safety and respect mean to them through the Community Guidelines.

Resources:

QYTLTS Action Camp Rules <qyltscamp.org>
Cameron MacAllister Group Seminar

Sierra College - Brave Space Dialogue Guidelines
Peer Net BC. <<http://www.peernetbc.com/facilitators-role>>