

Diversity and Inclusion Community of Practice: Community Guidelines

These guidelines were developed by SFU's Diversity and Inclusion Community of Practice. They are meant to act as guiding principles in our dialogue and learning. They are living and subject to change.

Approach listening with respect

Try to listen for understanding and suspend judgment while listening and/or be mindful of the judgments that arise.

Speak from your own position and experiences

Speak from the 'I'. Talking for someone else brings in assumptions which could do a lot of harm.

'Move up/move back' principle

This is a principle that asks people to consider how you generally function in groups, and then with that self-knowledge, do what you can to encourage balance of 'space' or 'air time' in the discussion.

All activities are optional and modifiable

You do not have to do anything that does not feel right, and you have the right to make modifications so that things will work better for you. If a change requires a group change, please feel free to pause the group process so that we can try to make things work for everyone. Witnessing is a valid form of participation, and what you do or do not do in this meeting does not determine whether you are 'contributing'.

The value of moving outside of our comfort zones while also being accountable to our own values and to others: The importance of learning zones. Anywhere between the comfort zone and the learning zone is the growth zone. If we push ourselves too much, we end up in the panic zone.

Confidentiality

We ask that people not share anyone else's personal stories beyond this room unless you have their permission. Also because people work together and/or work for the same institution, it is especially important that people not feel like what they choose to share here, or their struggles as they engage in a good faith process of learning be used against them outside of this space.

Ask questions

There is a difference between asking questions about theory and practice, and asking questions of someone about their story or identity. Consider that some people are subjected to intrusive questions on a regular basis. This doesn't mean never ask, it just means be thoughtful and find out if the other person is really ok sharing.

Disagree with the idea, not the person

Have a healthy respect for differences of opinion.

Make space for people to come as they are

We cannot know more than we do at any given moment. All we can do is try to move forward in a good way, seeking greater understanding and learning how to apply that understanding in tangible ways.

Be active and responsible for one's own learning and for carrying what we learn into the world beyond

It is a life long process. Let's try to recognize that it is a privilege to be in this space and we have responsibility to take it beyond this group.