

Community Agreements

These agreements are collaborative, adaptable and ever changing.

Compiled by [Cloud9/BUFU](#)

WHO THIS SPACE IS FOR

1. **HONOR THE LAND AND WATERS WHERE YOU ARE** – We are experiencing incredible shifts on the Earth right now and it is crucial to uplift the Indigenous Frontline communities who have been fighting to protect the land and water and who are being severely impacted by COVID-19, [Native-Land.ca | Our home on native land](#) is a good resource to find out who the original stewards of the land are where you are
2. **NO ANTI-BLACKNESS** – It is unfortunately likely for anti-Blackness to exist in POC spaces. Non-Black persons, hold yourself and your friends accountable. *
3. **CENTER BIPOC**, queer, trans, disabled, femme, low-income, survivors, and all other marginalized bodies.
4. **HONOR INDIVIDUAL & COMMUNITY AGENCY**, intuition, and innate wisdom, and therefore honor people's rights to make decisions about their own bodies.**
5. **CENTER DISABLED & CHRONICALLY ILL COMMUNITIES**. We say no to the medical industrial complex's model of "cure or be useless," and instead work from a place of belief in the wholeness of disability, interdependence and disabled people as inherently beautiful as we are.**
6. **TRANSPARENCY//DIGITAL SECURITY CONCERNS** Please keep in mind that we are organizing on platforms that are not encrypted so the information shared in this online space is also available to administrators of the platforms themselves.
7. **BUILD ALTERNATIVE STRUCTURES** for giving and receiving care that are grounded in community and ancestral traditions and in the values of consent and equality.**

THINGS TO KEEP IN MIND

8. **CONSENT IS INTENTIONAL**. Consent must always be prioritized with whoever you interact with physically. Ask permission before photographing/recording anyone.
9. **SPEAK from the "I"**; speak from your own experiences.
10. **RESPECT** people's identities // **ASK**, don't assume.
11. **TRY IT ON** – Be willing to 'try on' new ideas, or ways of doing things that might not be what you prefer or are familiar with.
12. **MOVE UP / MOVE BACK** – Encourage full participation by all present. Take note of who is speaking and who is not. Do you participate often? Consider "moving back" so others can "move up."
13. **PRACTICE MINDFUL LISTENING** – Try to avoid planning what you'll say as you listen to others. Be willing to be surprised, to learn something new. Listen with your whole self.

OFFLINE

14. **CONFIDENTIALITY** – Take home learnings, but never identify anyone other than yourself, now or later. Want to follow up with anyone regarding something they said in this session? Ask first and respect their wishes.
15. **STAY ENGAGED** – Remain morally, emotionally, intellectually, and socially involved in the dialogue.
16. **READ THE ROOM** – The spaces that we are working with carry specific histories and contexts, some of which are/have been violent to the folks we are centering. Please be mindful of how different bodies are policed/privileged while keeping in mind #1: honor Indigenous land always.*
17. **EXPERIENCE DISCOMFORT** – Discomfort is inevitable, especially in dialogue about race, or when bringing silenced issues into the open. Talking about oppression does not create divisiveness, but points to divisiveness that already exists. It is through dialogue, even when uncomfortable, that healing and change begins.
18. **SPEAK YOUR TRUTH** – Be open about thoughts and feelings. Don't just say what you think others want to hear.
19. **EXPECT AND ACCEPT NON-CLOSURE** – This agreement asks participants to “hang out in uncertainty” and not rush to quick solutions, especially in relation to racial understanding, which requires ongoing dialogue.

SAFETY

20. **THREE STRIKES RULE:** If you break any of the community guidelines three times, you will no longer be allowed to participate in our online spaces. An Online Spaces Moderator will send you a private message to alert you that you have been given a strike and the reason behind it.***
21. **PRIORITIZE SURVIVORS** – Especially trans women, trans-femmes, femmes, cis-women. Depending on the severity of circumstances in which these agreements are breached, as well as your proximity to privilege, you may be asked to leave an online space. You may be able to reenter another space if it is determined that it will be beneficial to your growth, but we will always prioritize the needs of the survivor.

****Adapted from YJC's Community Agreements***

*****Adapted from 2012 Allied Media Conference Healing Justice Practice Space Principles***

******Adapted from Cicia Lee's Coronavirus Organizing Online Culture Guidelines***