

GLBT Center Community Agreements

Challenge yourself

- Remember that growth comes with leaving our comfort zones - this takes courage to do so.
- Be aware of your various identities and how those have impacted your experiences, as well as how you communicate in this space. For example, some people with more privileged identities tend to speak more often or may interrupt others.
- If you are someone who comments a lot in group discussions, challenge yourself to listen more.
- If you are someone who doesn't comment very much in group discussions, make an effort to share more than usual.
- Brief periods of silence while someone gathers their thoughts to respond does not need to be filled by someone who usually thinks of solutions quickly and typically speaks up first.
- It's okay to feel some discomfort when talking about a topic that we don't discuss as much as other topics. Try your best to allow that feeling and recognize why you may be uncomfortable.
- ***As a community we are committed to creating & cultivating a healthy, accountable, open space, honoring all who enter and leave.***

Privacy

- What is said here within our space, stays here and what is learned here, leaves here.
- Protect others' right to privacy and do not share names, identities or other demographics (year in study, position on campus, or birth name).
- We will not share photos or other identifying information without *permission.
- ***As a community we are committed to protecting the rights of others, learning and growing together while encouraging the sharing of only helpful information beyond our Center.***

Respect

- It's important to assume best intentions in any discussions. We're all doing the best we can with what we know now, and we're all at different points in our learning. Consider that the impact of what you say may differ from your intentions. Have patience with yourself and others.
- We agree to engage (speak and/or connect) with all people as we enter the space, our lounge/table neighbors, staff and faculty.
- ***As a community we believe in the respect of each other at all times, encouraging healthy connections that may call each other in or out, while centering kindness and giving grace.***

Speak from your own experience

- Avoid generalizing personal experiences – i.e. instead of “all students feel this way, try “I feel this way.” Your experiences are important and it’s helpful to recognize them as part of where you are coming from.
- Try using ‘I’ statements instead of generalizing your experiences to an entire community of people.
- ***As individuals who are a part of many communities, we recognize our center and our institution are not monoliths, and our individual or collective views are not necessarily the views of the community as a whole.***

Self-care

- We see this as an accountable space, one in which we are all challenging ourselves and learning and growing together. We may make mistakes or misunderstand, and that is part of what makes us human. Because we have different intersections of identities and may not realize the full impact of our actions, we invite you all to take responsibility for caring for yourself and caring for each other and honoring what you need today.
- If you need to discuss something private or need support, please let any staff member know.
- ***As a community we center the health and wellbeing of all community members and we encourage you to center your own wellness, while honoring and respecting the needs of others.***

As center staff, we agree to and lift up the above statements, within our daily work and our commitment in creating & cultivating communal spaces. We lift up human liberation, where we practice and promote social justice, honoring the needs and experiences of QTPOC and other communities bombarded with multiple forms of oppression. We lift up a community where we are able to live, play and thrive.

We want to thank you for sharing the center with us and supporting the continued creation of a healthy, accountable, open space where all are welcome.

**As responsible employees we have been given the duty of reporting incidents of sex discrimination to the Title IX coordinator or other appropriate school designee.*