

Community Agreement

AMNESTY
INTERNATIONAL



Amnesty International Canada (ES) is dedicated to fostering a virtual community that is open to learning and respecting each other's lived experiences and expertise, collectively incorporating these values into our human rights work, and learning spaces. This community agreement is not about creating rules—it is about creating expectations that allow everyone in the group to fully participate. Members of our virtual community agree to incorporate these principles into each of our interactions.

General

- It is important that everyone who attends has the opportunity to contribute.
 - If you are someone who is more talkative, consider giving room for others to speak.
 - For those on the quieter side, please know your contributions are welcome.
1. Only one person speaks at a time, put up your hand if you want to speak and wait for your turn.
 2. It is important to learn from and respect one another's perspectives and opinions even and especially if you do not agree with them. It is also equally important to not deny, dismiss or devalue anyone's social identity or life experience on the basis of opposing opinions. People have complex life stories and histories, and have experienced both positive and negative challenges as a result. Kindness and empathy as part of our listening go a long way.
 3. Listen to understand, rather than to just respond. We don't all know everything, but if we value hearing one another we may learn even more than we may have known before.
 4. Participate!
 5. Remember that we cannot be articulate all the time: As much as we may wish we could! Often people feel hesitant to participate in a workshop or meeting for fear of "messaging up" or stumbling over their words. We want everyone to feel comfortable participating, even if you do not feel you have the perfect words to express your thoughts.
 6. Harassment, discrimination are not tolerated, and will be dealt with swiftly. This includes comments about someone's social identities related to any of the prohibited grounds (citizenship, race, place of origin, ethnic origin, colour, ancestry, disability, age, creed, sex/pregnancy, family status, marital status, sexual orientation, gender identity, gender expression, receipt of public assistance (in housing) and record of offences (in employment)).
 7. Calling out or Calling In can be an important way that people bring attention to an issue that is related to their personal identity or to the identity of a rights holder. Calling out is bringing public attention to an individual, group, or organization's harmful words or behavior while Calling in is an invitation to a one-on-one or small group conversation to bring attention to an individual or group's harmful words or behavior, including bias,

prejudice, microaggressions, and discrimination. Individuals should always have an opportunity to choose the option that allows them to raise an issue especially if it is related to their own lived experience and they've been harmed.

8. What happens in small group meetings or discussions, should remain confidentiality. Participants can always share how they felt or experienced something, but should refrain from sharing personal details about someone's experience or life.
9. Be mindful and conscious of time. This includes respecting everyone's time and the commitments they may have made around time (leaving early, staying for a portion of the event etc). Please refrain from taking up all the speaking space including speaking for long periods of time. Everyone is entitled to have their voices heard, think about who else you can give space to.
10. Be as present as much as you can, respecting your other commitments and obligations. Please manage distractions as best as you can and mindful of others sharing space with you.
11. Turn mobile phones and other electronic devices off to minimize disruptions.
12. Take regular self-care breaks. It is important to take care of your mind, body and spirit throughout this experience.