



Anti-Oppression Principles and Code of Conduct

Central Etobicoke Community Hub Initiative (CECHI) encourages, in all its interactions, meetings, communications and plans, the use of words and actions that support the inherent value and dignity of everyone. We view this as an on-going process of becoming more accountable to our member-organizations and to the community residents of Central Etobicoke

CECHI is committed to:

- Consciously and consistently challenging historic patterns of marginalization and oppression including racism, sexism, classism, ableism, homophobia, transphobia and discrimination in all its forms. We are committed to being a visible ally. We are committed to action and taking public positions on oppression.
- Understanding and learning about systems of oppression and challenging the power structures which support those systems and create injustices.
- Developing leadership intentionally and systematically within our organization. We prioritize young people, our seniors and emerging leaders at every juncture. We engage in mutual mentorship, and models of collaborative, antiracist, and feminist leadership.
- Examining the resources and privileges we have and utilizing them thoughtfully, respectfully, honestly and transparently.
- Working with the principles of participatory democracy in our meetings and actions and recognizing that all people should have equal access to decision-making processes.
- Taking responsibility for equalizing power and creating a space where all are encouraged to actively engage, listen, speak and act with respect.
- Learning about the histories and struggles of our communities as told by them.

Anti-oppression Meeting Guidelines

Given the real challenges associated with a diverse group, it is most important that we all do our best to conduct ourselves in a respectful manner.

Check your privilege:

We all come with relative societal privileges and oppressions based, in part, on our experiences with race, gender, and class. Be aware of how this affects what you say and what you do and what others say and do.

Be aware of your tone and body language:

Be aware of how your attitude influences others as well as the effectiveness of the meeting. Make thoughtful comments that maintain a positive and constructive vibe.

Keep to the topic and be concise:

Respect the goals of the meeting by making succinct comments that pertain directly to objectives addressed in the agenda. Evaluate your comments as to whether they assist or divert the direction of the meeting.

Listen, Participate, but don't hog the floor:

Notice how much you raise your hand and/or speak. Be aware of others who have not spoken and the environment in which they would feel comfortable to do so. If you aren't speaking but have something to add, assert yourself with the understanding that your comment will be heard and respected. Don't simply wait for your turn to talk, LISTEN.

Be a team player and recognize we're all on the same team:

Meetings are not about winners and losers nor personal attacks. Offensive and defensive behaviour and accusations detract from the objectives of the meeting. Be sensible about the intentions of others by giving them the benefit of the doubt.

Respect the role of the facilitator/chair:

Help the facilitator make the meeting effective. This does not mean pointing out minor mistakes, but rather allowing the facilitator to exercise organizational control to better the outcome of the meeting. It is not a personal attack when the facilitator fails to put you on the stack in the correct order.

Stay as positive as possible, given the struggles we are fighting together:

These meetings would not happen if the people in them weren't committed to similar ideas and held similar values. Keep in mind that this is a joint effort that requires a healthy, positive atmosphere. Our meetings must be productive in order to leave with specific plans and that great feeling of achievement and solidarity!

Code of Conduct:

In the event that a person(s) disrupts the meeting making the meeting non effective more than three times they will be asked to leave and not return for a period of time and not return until they speak with the Chair or Vice-Chair of the CECHI.

Expectations

As we move towards expanding our engagement to the larger community and the building of our community hub, we respect and work towards an anti-oppression lens. Please review the expectations for continued participation with the CECHI.

Participants will:

- Conduct themselves cordially and respectfully, and speak from their own organization or perspective without diminishing others
- Treat all participants with respect at all times
- Have one conversation at a time (no talking over others, minimizing side conversations)
- Endeavour to be on time for meetings
- Challenge ideas, not people
- Respect the Chair and Vice-Chair facilitating the meeting and respect the speakers list

By continuing to participate with the CECHI, you agree to the expectations set out above. Failure to adhere to these rules of engagement will result in dismissal from the CECHI.

Your co-operation and continued participation are appreciated.