

# CIVICUS DIGNA: MEMBERSHIP GUIDELINES

*This document outlines key membership processes and guidelines for the Diversity and Inclusion group for Networking and Action (DIGNA), by CIVICUS, and has been put together by the DIGNA Advisory Group members.*

## What do we mean by members?

By members we currently mean those who are members of the DIGNA Facebook group, these can be individuals or organisational representatives. Going ahead, we would like to be able to understand our membership better, this form is meant to be a way to capture more information about our current membership.

Any person or organisation from anywhere in the world that meets the membership guidelines can be a part of the DIGNA community.

## Membership process

1) To join DIGNA as a member, you need to join the DIGNA Facebook Community Group [<https://www.facebook.com/groups/CIVICUSDIGNA/>] and answer the questions asked on the group while joining.

**Question 1:** *Are you a CIVICUS member?* If not, no problem! This group is open to everyone!

**Question 2:** *Have you read and agreed to abide by the community guidelines [<http://tiny.cc/yau9y>]?*

**Question 3:** *Are you joining as an individual or as an organisation?* If as an organisation, please mention its name.

2) When inviting others to join DIGNA as a member, please be mindful of if the invitee will be adherent to the values mentioned here and that they are not someone who could be a cause of risk to other members of the DIGNA community.

## What is our Mission?

- 1 Cooperation:** Members must be open to compromise and be willing to cooperate with other members on different ideas and views shared by others. This for DIGNA means keep an open mind and vote on disagreements.
- 2 Communication:** DIGNA believes in effective communication to make sure everyone is able to be vocal about their ideas and problems with regards to diversity and inclusion. Members must allow other members to give ideas no matter how “off” you may think they are. Listen effectively and have discussions from there.
- 3 Kindness:** Be Kind and Courteous. DIGNA family/community's main aim is to promote diversity and inclusion through dialogue without leaving anyone behind within CIVICUS and beyond. We are all in this together to create a welcoming environment for all. Therefore, members must and shall treat everyone with respect. DIGNA additionally provides Healthy debates on various diversity and inclusion issues but we are all required to show kindness for one another.
- 4 No Hate Speech or Bullying** is allowed on this DIGNA platform. All members must ensure that everyone feels safe. Bullying of any kind isn't allowed, and degrading comments about things like race, religion, culture, sexual orientation, gender or identity will not be tolerated.
- 5 No Promotions or Spam:** Give more than you take to this group. Self-promotion, spam and irrelevant links aren't allowed.
- 6 Respect Everyone's Privacy.** Being part of this group requires mutual trust. Authentic, expressive discussions make groups great, but may also be sensitive and private. What's shared in the group should stay in the group. If any member feels the information can be utilised somewhere else, then that particular member must seek permission from the DIGNA group Admin.
- 7 Radical learning and engagement:** Members must help each other understand concepts being shared in order to contribute positively and to learn and grow together.
- 8 Reciprocity:** Members must invest effort and care into the DIGNA community and expect the same in return.

## Additional principles or commitments from DIGNA to members

DIGNA will communicate a common understanding of goals that need to be achieved to its members.

DIGNA will strive for moderation in a manner that protects the safety of all its members.

DIGNA will strive for moderation that is inclusive of all its members and the larger population that the members come from.

## What is DIGNA?

DIGNA is about D&I in Civil Society:

- Conversations
- Resource Sharing
- Collaborate
- Information Channel from CIVICUS to DIGNA members

## DIGNA is:

1) An online platform that encourages active engagement, discussion and debate on Diversity and Inclusion (D&I) issues within the civil society sector

2) A space for sharing positive D&I experiences and practices resources, tools and lessons learned!

3) A channel to request for help, support and collaboration opportunities

4) An avenue for CIVICUS to keep DIGNA members informed on its D&I-related initiatives and opportunities for engagement:

Here are some online engagement guidelines to inform how to navigate the DIGNA community:

1. Make sure your post has a strong link to D&I and the civil society sector
2. Kindly remember to provide CW/TW: Content Warnings/Trigger Warnings
  - CW/TW need to be added before any post that may have sensitive information and which may trigger other members
3. DIGNA is a no-solicitation platform:
  - If you've got a relevant event going, a network or opportunity that you think would be relevant for DIGNA members, post away!!! But please do not ask members for money for your cause, organisation or group
  - Got a question? Then email us at [digna@civicus.org](mailto:digna@civicus.org)
  - If you haven't already, join us on Facebook: [CIVICUSDIGNA](#)