



Community Guidelines

Welcome to the Diversity & Inclusion Group for Networking and Action (DIGNA) online community! We're so excited to have you join this growing group where members can support each other to improve organisational structure and processes, ways of working and impact with a focus on D&I.

Regardless of our fight against all the backlash and consequences of inequality and segregation, we will shine a spotlight and learn from positive examples and benchmarks from around the globe. This group encourages discussion and debate on D&I issues, is a space for sharing positive experiences and practices, resources and tools, and lessons learned, and offers a channel to request for help, support and collaboration, and post potential opportunities.

One of the main purposes of this platform is to learn and grow together, so we encourage all members to speak up in a proactive and constructive fashion about what they agree/disagree with, any questions they have, or other relevant comments they might like to make. We feel that a group like this requires a high level of care and intentionality. Think of it as a process where depth and breadth develop over time as we build trust, expand our capacity, deepen our understanding and sharpen our analysis. How we enter into these conversations, including the use of community guidelines, is essential to our ability to build and sustain ourselves. As such, it is key that members are familiar with expectations and group norms.

By signing up to become a member, you are agreeing to adhere to the following Community Rules:

1. Zero-tolerance policy:
 - a. The following will not be tolerated in this community: racism, ableism, classism, sexism, bigotry, transphobia, misogyny, transmisogyny, misogynoir, transantagonism, tone- policing, punching down, SWERF or TERF rhetoric or apologism, ageism, anti-blackness, anti-semitism, islamophobia, fatphobia, homophobia, or sl*tshaming.
 - b. Everyone's experiences are valid, even if they are not the same as your experiences. There is no space to invalidate other people's posts and experiences. The following will not be tolerated: attacking person, beliefs or nationality; being disrespectful, demeaning, belittling, threatening, obscene, intruding or rude; harassment of any nature; disclosing another person's private information without permission.
 - c. Kindly remember, *"Hate speech is not free speech"*
 - d. Please notify moderators if any group member is harassing you and they will take appropriate action in communication with you. If you experience any form of sexual harassment, discrimination or any other form of violence (online or offline) from any of the members in this group please



feel free to email the moderators at digna@civicus.org

2. This group will be moderated by the DIGNA Advisory Group. Participants are expected to respect group norms and be mindful of their own behavior and language. All posts will require approval by admins of the moderators. Only constructive and positive contributions related to diversity and inclusion will be approved!

3. Online posts that break the community rules will either not be approved or be deleted and the poster will be warned. Repeat offenders will be blocked and not allow to further participate in this platform.

We value this space as a safe space and in the pursuit of that:

- Screenshots of (including but not limited to) posts, conversations, comments, any other material shared on this group, or of members of the group, or of the group itself, are not permitted.
- Please do not private message other members of this group directly without their prior consent. To avoid this, please ask someone in a comment thread if they give you permission message them regarding whichever topic.

4. Kindly provide Content Warning (CT) / Trigger Warning (TW). CW and TW need to be added before any post that may have sensitive information that may trigger other members in the group. If your post has sensitive content and no warning, then the post will not be approved.

Example: TW: Sexual Assault when posting any content related to sexual assault. Other trigger warnings could be in relation to: child abuse, violence, racism, war etc.

5. The 3 D's are all good: discussion, debate and disagreement. But please remember, healthy debate is restricted to policy and programme issues and not attacking people or their experiences. This is both a safe group and a safe space for all participants, therefore it is important to remain civil and to be polite and respectful. We all benefit from an ongoing atmosphere of civility and open-mindedness!

6. Feminist Intersectionality. In this community, we will be focused on developing a space that holds feminist intersectionality as a core guiding principle, please be mindful of that. We are committed to celebrating intersectionality and to being mindful of power relations, having said that, this space is not meant to trivialize a person's experiences if they are not perceived to be as oppressed as that of another.

7. Make informed contributions: When asking questions, individuals should have tried to inform themselves through other means such as googling questions or looking on movement websites to get an idea of the answer. Respective experiences and knowledge should not be for educating but formulating, co-creating and advancing the group's work.



8. Choose kindness over meanness. You might make a difference in someone's day. Communication styles vary from person to person, and appropriate communication varies from culture to culture. Please be sensitive to this and follow cues presented in feedback if your comments are perceived as hurtful or inappropriate. You may not agree, but keep in mind that what someone else feels is their lived reality, regardless of your intent.

9. The views and opinions posted on this space, unless expressly stated, do not comprise the views or representation of the individual administrator of this process.