

BROWNHOIST COMMUNITY COVENANT

Brownhoist Community strives to maintain a safe and supportive environment for people from marginalized identity groups, including (but not limited to):

- Black, Indigenous, and People of Color (BIPOC)
- Lesbian, Gay, Bisexuals, Transgender, Queer or Questioning, Intersex, Asexual people
- Neurodiverse and physically disabled people
- Agender, Genderqueer, Two-Spirit, Hijra, and other gender nonconforming people
- Low Income, Poor, and Financially disenfranchised people

To ensure all identities are protected and respected, we ask that all members and visitors read and adhere to our community covenant.

What is a community covenant?

A community covenant is a code of conduct that all members and stakeholders agree to follow. Community covenants are living documents that set an initial guideline for productive and healthy interactions.

Because communities are made up of groups of people and people are unpredictable, it's impossible for this document to cover every potential interaction between members and/or stakeholders. As Brownhoist community grows, our understanding of the safety and respect needs of members of our community might also evolve.

As new needs are unearthed, new boundaries might become necessary. When/if this happens, you will receive an updated community covenant to review and sign.

Agreements

Respect all identity groups

I understand that identity groups such as religion, race, gender, sex, social-economic status, nationality, sexual orientation, educational attainment, physical ability, neurodivergence, age, etc. are all socially constructed. I agree to treat people whose social identities differ from mine with respect by:

- abstaining from the use of identity-based slurs,
- listening to, not dismissing the experiences of persons from marginalized identity groups, and
- minimizing the harmful impact of my privilege by not demanding additional emotional resources from marginalized persons.

Acknowledge your privilege

I acknowledge that privilege inculcates ignorance (lack of knowledge), and that marginalized groups are better informed about the oppressive systems they have been forced to navigate than privileged identity groups.

Stay humble

I will exercise cultural humility by welcoming correction from individuals who do not share my social privileges and/or social identity groups when I say or do something that impedes their safety or displays a lack of respect for their identity.

Learn from mistakes

I agree to keep our community transparent by publicly acknowledging my own mistakes so that others can learn from them and actively learning from the mistakes of others. When posting online about our community, I agree not to delete insensitive or offensive posts/comments retroactively, but instead to update them so that others can learn from my mistakes and to help normalize changing one's opinion based on new information.

Take the lesson but keep 'good faith'

I understand that I am free to take lessons learned in this space into the outside world and agree to respect confidentiality by not revealing the names of group members (in person or online) without that member's express consent.

See something, say something

I understand that as a stakeholder of our community, it is my responsibility to help keep our community safe and civil by interrupting racist, sexist, homophobic, transphobic and ableist language or actions in real time as they occur.

I agree to address and/or report inappropriate behavior and comments that are discriminatory, harassing, abusive, offensive or unwelcome.

Use your resources

I understand that the Brownhoist community provides free resources and ongoing education around socially constructed identities and agree to be proactive by seeking out the available resources on diversity, equity and inclusion topics.

Accountability

All participants must adhere to the community covenant so we have a supportive space to learn, grow, and be vulnerable together.

Failure to adhere to the community covenant will result in a public written warning and an opportunity for re-education and, if necessary, mediation.

Failure to adhere to the covenant a second time will result in mandatory re-education and mediation or reconciliation sessions.

Failure to adhere to the covenant a third time results in immediate forfeiture of membership and future access to the space. No refunds will be issued to individuals who forfeit their membership by violating the community covenant.

Signatory Agreement

I agree to adhere to the above guidelines and to report any participant failing to adhere to these guidelines to the advisory board to protect the integrity of this space.

X _____ Date: _____
(Brownhoist Advisory Board Representative)

X _____ Date: _____
(Brownhoist New Community Member)