



Policy Name:	<b>Safer Spaces Policy</b>	
Applicable Sections of By-Laws:	To Be Identified	
Date Approved	Date Reviewed	Date Revisited
2021/06/06		

## Purpose

The objective of this policy is to ensure that members, directors, staff, volunteers, partners, participants, and sponsors of the Truro Pride Society are provided safer spaces for all public gathers hosted by the Truro Pride Society, where they will be free from harassment and discrimination.

## Definitions

The Truro Pride Society aims to provide space that is accessible, inclusive, and free from oppression, harassment, and discrimination.

In this space, we will treat each other with respect and dignity, regardless of age, race, gender expression, gender identity, sexual orientation, levels of ability, and all our other diverse identities.

Everyone entering this space has a responsibility to uphold these values. The Truro Pride Society commits to and encourages all those who gather with us to:

- Speak from personal experiences and avoid speaking on behalf of others
- Try to use "I" statements to share reactions or experiences "I feel..." "I am affected by..."
- Don't make assumptions about others' identity or experiences
- Be mindful of how long and often we speak so that everyone has a chance to contribute
- Consider the impact of privilege and intersectionality on discussions
- Listen to each other so we understand the various perspectives
- Clarifying questions are encouraged
- Share beliefs, opinions, and points of view rather than judgements
- Allow others to speak and refrain from side conversations
- Maintain confidentiality. Information shared that should stay inside these walls.
- Notify a meeting organizer with specific concerns about being identified or photographed
- We are all here to learn and all have things to offer the space



## Scope

The Truro Pride Society is committed to providing accessible, inclusive, equitable, and welcoming spaces free of discrimination and harassment, where all persons are treated with respect and dignity, can contribute fully, and have equal opportunities.

## Policy

The Truro Pride Society recognizes that providing safer spaces for Truro Pride hosted events requires not only that we provide a number of specific services, but that we develop the trust of our community to ensure they will be welcomed into a respectful and inclusive environment.

Items required to help ensure safer spaces:

1. A meeting announcement made a minimum of two weeks prior to the meeting, with optimal four-weeks' notice given
2. Avoidance of religious dates and holidays
3. ASL interpreting, when possible
4. Childcare volunteer - book another space if necessary, when possible
5. Active Listener on site
6. Identify gender neutral washrooms, when possible
7. Snacks and coffee (vegan)
8. Transportation offered, when possible
9. Land acknowledgements
10. Facebook postings
11. Request permission before taking photos or publicly identifying community members
12. Read Safer Space Statement prior to meetings and community discussions
13. Ensure the points from the Safer Space Statement are adhered to