

## Anti-Racism Policy

### **Group Guidelines:**

- Recognize the inherent rights of humans, regardless of immigration status, to:
  - Safe & secure housing and employment
  - Nutritious & affordable food
  - Access to culturally safe health (including mental health) services
- Respect cultural differences
  - Example: There are many ways to understand and define wellness – they must all be respected
- Treat others with kindness and humility
  - Recognize the expertise people bring that may be different from yours
- Be open to unpacking and unlearning harmful discourses

*\*There will be an opportunity at the beginning of the Conference for participants to reflect upon and add to this list.*

### **We strongly encourage participants to join us in:**

- Thinking critically
- Assuming we are all trying to improve our knowledge, practices, and programming
- Interpreting things generously and approaching conversations with genuine curiosity

### **We will not tolerate:**

- Slurs and/or hateful language
- Forms of explicit racism, xenophobia, and other oppressive behaviours

*\*Those exhibiting the above-mentioned behaviours will be asked to join a private breakout room to discuss the issue with a team member and may be asked to leave the event.*

### **Further reading:**

- Anti-Oppressive Toolkits
  - [Anti-Oppressive Practice - Part 1 - Centre for Innovation in Campus Mental Health](#)
  - [Anti-Oppressive Practice - Part 2 - Centre for Innovation in Campus Mental Health](#)