

## **SAFE SPACE COMMITMENT**

A safe and equitable space is one that centers the needs and desires of its employees, residents, visitors and community members inclusive of race, gender, religion, ability, income, and sexual identity. We acknowledge that historically, access to public spaces did not include Black, Indigenous, and people of color. This is why it is necessary to ensure that this coalition of partners agree to make our shared spaces a place where everyone can feel safe and welcomed.

We encourage everyone- including but not limited to site managers, educators, students, volunteers, visitors and public-facing staff - to be proactive in creating an atmosphere where the safety and comfort of Black, Indigenous, and people of color is valued. With important decisions being made by those in senior roles, we especially encourage Directors, Chief Executive Officers, Board Members and others holding leadership positions to play an active role in implementing the Safe Space Commitment within their organizations.

In the spirit of fostering a safe, inclusive and equitable environment and rejecting discriminatory, derogatory and violent language, behaviors, apparel, and actions, signatories of this commitment:

- Are expected to be aware of their language and behavior, and how it may be harmful to others. Oppressive behavior is defined as any conduct that demeans, marginalizes, rejects, threatens, or harms anyone on the basis of ability, age, cultural background, education, ethnicity, gender, immigration status, language, nationality, physical appearance, race, religion, or sexual orientation.
- Take action as a supportive bystander following acts of oppressive behavior.
- Will continue to evaluate their involvement in the way that people, organizations, or businesses perpetuate injustice and acts of oppression. Racism, sexism and/or ableism, can be embedded in our practices and protocols, continuing a cycle of systemic discrimination. Dissecting our internal practices allows us to shed light on exclusive practices and make changes where needed.
- Choose to be part of this community because they believe in the power of working together to achieve a safe space and further our work in Diversity, Equity and Inclusion. Collective action has the power to bring long-lasting change, and change can only happen when we create an inclusive environment where everyone can feel welcome, safe, and protected. It is our responsibility to open up a seat at the table for everyone, especially for those who have been systematically marginalized, in order to bring forth more diverse perspectives.

By signing below, you and/or your organization stands in support of the values described above. You will proudly display this commitment in your public space to demonstrate solidarity in actively working to ensure a safe and equitable space for everyone.