



SERCAL **Safe Space** Contract

SERCAL is first and foremost an organization that leads by advancing equal opportunities to all audiences that are engaged in restoring native California ecosystems and reaffirms our commitment regardless of race, gender, sexual orientation, ability, economic or cultural background, or level of educational or professional experience. To promote and uplift diversity within the organization and during SERCAL events, the Board of Directors feels that it is important to define what a safe space is and how we can create safe spaces for our membership. Establishing and maintaining a community in which our members are at ease is our highest priority. We have established a contract of behavior we request all to follow in SERCAL activities and engagement.

Our commitment and agreement is to:

- * Come as I am and be myself,
- * Be a positive influence,
- * Listen when others are speaking,
- * Be respectful of the opinions of others,
- * Keep an open mind,
- * Speak and think for the benefit of our community rather than just for myself,
- * Share my opinions and experiences in a non-derogatory and non-confrontational manner,
- * Allow the opportunity for others to speak and not speak over them,
- * Seek out knowledge and training, so that we may better communicate,
- * Hold each other accountable,
- * Be honest and self aware about the power and privilege we each hold, and its impact on others
- * Recognize and honor individuals' gifts, goals, and ways of participating.

Although we are open to all perspectives and opinions, those that create a sense of hostility or pointed aggression will not be tolerated. Board members will provide support and counsel to any member that feels their safe space is violated. We invite the entire community to join us in maintaining a safe space.

