

Collective Ground Rules for a GSA

To maintain a safer space for everyone involved, it is important to create a set of collective ground rules for everyone to follow. Be sure to facilitate a process that allows group members to contribute ground rules that are important to them. Make sure everyone can agree on the list and make the list available for everyone to refer back to. Here are some examples of collective ground rules to foster a safer space.

RESPECT

Address one another with dignity, respect and maintain an openness to learn from and about one another.

Be aware of the amount of space you take up. Allow all group members space to contribute and be mindful not to interrupt one another.

STEP-UP, STEP BACK

SELF-CARE

Do what you need to do to take care of your own physical and emotional needs, while maintaining respect and safety for others.

Don't assume the gender or attraction identity of anyone in the group. Share your own pronouns and ask for others' pronouns before assuming. When discussing someone whose pronouns you are unsure of, use they/them pronouns.

ASSUMPTIONS

ACCOUNTABILITY

If you harm someone, even if it is unintentional, be willing to apologize authentically, listen, and learn to change your behaviour.

Do not pressure anyone to participate via video. Not everyone will be comfortable with this and everyone is entitled to their privacy. All activities should be optional and make sure to give content warnings before launching into any sensitive topics.

CONSENT

I-STATEMENTS

Do not make generalizing statements or assumptions about others; speak only from your own experience and perspective.

Do not share another member's personal experiences outside of the group unless you have their expressed consent to do so.

CONFIDENTIALITY