



Practices of Inclusion and Respect

(This list is just a beginning! The Equity and Human Rights office welcomes your suggestions for additional ways to contribute to respectful and inclusive environments. Please contact us with your ideas.)

Individual

- x Be open to and accept different experiences, perspectives and points of view.
 - x Refrain from blaming, threatening or name calling even when you are hurt.
 - x Take training on conflict resolution.
 - x Support colleagues or friends, who are being harassed, discriminated against or treated disrespectfully.
 - x Find ways to welcome newcomers or people who seem to be on the margins.
 - x Make an effort to establish genuine connections with people who are different from you (age, gender, sexuality, race, culture, faith, and in your family history. Often it is more work to understand understand oppression.
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- x Consider attending a Creating Spaces workshop.
 - x Treat everyone as you wish to be treated.
 - x Do not laugh at sexist, racist, heterosexist or otherwise demeaning humour.
 - x Know that offensive comments often come from lack of knowledge or learned biases. Identify your own biases and stereotypes. Resist acting on them and take steps to inform yourself and unlearn them.

Use of Language

- x Accept that this is fluid and evolving and that you will make mistakes. At the same time listen to the words used by diverse groups and make efforts to keep up with changing terminology.
- x Correct mistakes and move on. Apologize if appropriate.
- x What is experienced as offensive varies from individual to individual. If someone challenges you listen to what they have to say and try to understand their perspective. Thank people for guidance.

