



COMMUNITY GUIDELINES

A safer space policy is a way we are intentional about creating an inclusive service that is mindful of the power structures that affect our daily lives. We say 'safer' knowing that no space may be entirely 'safe' for everyone.

We invite everyone who uses the Food Bank & Free Store (including staff and volunteers) to take responsibility for their words and actions in order to create a community where all feel welcome.

We welcome your continuous feedback about this policy.

We begin by acknowledging that our organization operates on the traditional homelands of the WSÁNEĆ and Lekwungen peoples. We strive to learn about decolonization and unlearn the ways settler colonialism has been an organizing principle of our society.

YOUR SAFER SPACES A-B-Cs!

A

ASSUMPTIONS

- Avoid assumptions about who uses the service and why. We welcome families, students of all ages, and know that students may use the service due to their financial situation or accessibility needs. It is up to every student to decide whether to use the service and how much (within our guidelines).
- Avoid assumptions about what is an appropriate use of the service. If you have concerns, voice them to a volunteer or staff person.
- Avoid assumptions about someone's gender and pronouns (he/him, she/her, they/them, and others).
- Do assume positive intent. Be aware of calling in ("I notice this and I wonder if we could have a conversation about it...") and calling out ("Hey! What you just said was really transphobic and I'm not okay with that!"). We all make mistakes, but we also need to hold one another accountable for our words and actions.

B

BEHAVIOUR

- Strive to use 'I statements' in order to take responsibility for your words and actions ("I feel uncomfortable when..." or "I have noticed that...").
- Be mindful of the ways our words might perpetuate violence or discrimination on the basis of gender, size, orientation, race, citizenship, ability, faith, or other things that make us who we are.
- Follow the guidelines (e.g. visiting once a week, taking the allotted amounts, etc.) of the space to ensure that resources are shared equally.

C

CONSENT

- Always ask before touching someone or their belongings.
- Always ask someone if they want assistance, rather than assuming they do.
- Be mindful of your own needs and boundaries, and practice listening to others.

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Sometimes, this policy might be violated by staff, volunteers, students, or community members. In that situation, everyone can expect to be treated with respect and engage in conflict resolution process.