

DMTAC Group Agreement

DMTAC strives to cultivate supportive learning environments in all of our workshops and events. The following group agreement has been created by the IDEAS Committee and informed by our consultation with Farah Fancy. Farah's [Agreements Manifesto](#) has greatly inspired our agreement as well.

During today's event, we agree to the following:

- To commit to being in a learning process together, acknowledging that we are all at different stages of that process
- To respect and honour all those present today, including our differences of perspective
- To be accepting of all intersections of race, ethnicity, gender identity, sexual/romantic orientation, age, socioeconomic background, belief system, and ability and/or other intersections of identity
- To be mindful and respectful in our communication, both verbal and non-verbal
- To be open and responsive to constructive feedback and willing to engage with our potential biases or blinds spots
- To discuss individual access needs prior to or at the beginning of events (ie. financial barriers, physical supports, language, speaking pace and volume, stimming, closed captioning, etc.)
- To prioritize your wellbeing and autonomy throughout the workshop, including taking breaks as needed
- To have support people/systems in place to address the diverse needs of our community (identify who/what they are today and after the event)
- To be aware of our privilege and acknowledge the power dynamics that exist within this space, identifying those in leadership roles within the community
- To bring awareness to the implications and privileges of learning and working within the context of colonization, including: land and practice acknowledgements, respecting diverse models of meaning-making, and ways of acquiring and communicating knowledge (outside of western learning institutions)
- To allow space for group brainstorming around any other agreements

*Notes:

- Group agreement will be reviewed with event facilitators prior to events.
- Group agreement will be shared with the participants prior to events.
- Possibility of sharing group agreement on website (on specific event page)