

SDWF Community Guidelines

The San Diego Women's Foundation is committed to building a more diverse, equitable and inclusive organization where all members, guests, speakers, staff, leaders and volunteers are treated with respect and dignity. To ensure this, we seek to create space for open dialogue, respectful sharing of opinions, and full participation of all individuals at SDWF events, meetings, gatherings and trainings. We do not tolerate discrimination or harassment in any form, and expect all individuals associated with SDWF will uphold the following Community Guidelines:

Respect | We agree to treat everyone we encounter at SDWF events, meetings, gatherings and trainings with respect and courtesy.

Individual Experience | We acknowledge that each of us brings our own unique perspective and experience to the greater dialogue, but understand that no individual should be expected to speak for nor be perceived as wholly representative of an identity group.

Community | We agree to work together to build a community where everyone is valued and feels welcome.

Trust | We trust that everyone comes to the table with the best intention, for the betterment of the San Diego community.

Listen | We agree to be active listeners and create space for all to feel comfortable sharing opinions and speaking up.

Learn | We recognize that nobody has all of the answers, and well-intended actions/statements may still cause harm. We agree to come together with a growth mindset, ready to listen to new perspectives and grow together.

Our community only works when we all work together. By signing this document, I agree to follow the Community Guidelines outlined above and understand that if I do not uphold them, SDWF leaders may reach out to address the situation and determine appropriate next steps.

Name: _____

Date: _____

If you have any questions about the SDWF Community Guidelines, please contact Stephanie Cook at stephaniec@sdfoundation.org.