

OUR COMMUNITY AGREEMENTS

Updated: January 2021

- 1. WE BEGIN WITH MUTUAL UNDERSTANDING AND RESPECT:** We believe every one here is a gift—with unique knowledge, wisdom, powers, hearts, lived experiences and minds. We arrive here with different lived experiences and ergo points of departure on our feminist journey. We are open-hearted, critically conscious and actively work for peaceful revolutionary systems change & social justice. We value our common humanity, its inevitable fallibility but also its potential and opportunities. We tend to our relationships with compassion and empathy. **What happens in the FEC, stays in the FEC.**
- 2. WE CARE ABOUT CARE, ACKNOWLEDGMENT AND CONSENT:** We acknowledge that to be a new world maker is hard, uncomfortable, yet joyful, heart-centered work. We understand that we share responsibility for caring for this community, and commit to helping it be the best it can be. We lift each other up. Get consent if you use other's work outside. Be generous with consent. Attribute inspiration, use or derivative work creation always because too often, women's intellectual and creative work is over-written.
- 3. WE COMMIT TO PERSONAL GROWTH:** We offer a brave and caring space. There is much to unlearn. We believe we learn and grow best by being conversation with a community. We encourage journaling and reflection. We foster and support uncomfortable conversations and work to minimize harm. We work to create/offer deep learning opportunities.
- 4. WE BELIEVE WE ARE MORE BRAVE, STRONGER TOGETHER:** We believe we can go farther together. We seek to collaborate. We support each other's journey by showing up, by engaging and offering up our own point of view fearlessly. We support each other's life's work by extending opportunities and resourcing each other. If you take-give. Share news.
- 5. WE BOLDLY, ACTIVELY WORK FOR REVOLUTIONARY CHANGE:** There are lots of "polite" women's empowerment networks. *This is not one of them.* We don't shy away. Your feminist rage is safe here. We question the status quo. We are willing to be uncomfortable. We are political. Trans-inclusive. Pro-Choice. We are committed to building human-centered, anti-oppressive, anti-racist and gender-just (post capitalist) economy. We resolve to liberate our minds and transform ourselves so we can dismantle patriarchy, racism, sexism, homophobia, transphobia, ableism, colonialism and extractive capitalism and use our capacity for love and optimism to build a new world where all-including Mother Earth— can flourish.

6. WE ACKNOWLEDGE THAT MOST OF US ARE OR HAVE EXPERIENCED OPPRESSION. WE ALSO KNOW WE ALL MAKE MISTAKES--As we share this space, we will work against oppressing one another. But sometimes, shit happens. If someone did or says something that feels hurtful, oppressive or offensive, we encourage you to acknowledge what occurred and let that person, or let the FEC community lead caretaker know. If you suddenly realize you said or did something that was offensive or hurtful, however unintentional, we encourage you to acknowledge what happened and reach out to make amends, restore or heal the relationship. If the situation is such that a more formal inquiry and response to the matter is required, we invite you to express your concerns via email to the **Community Caretaker Committee**, a formal committee of LiisBethMX comprised of LiisBethMX leadership and FEC members. The Caretaker Committee will work and talk with you and all concerned to craft a restorative justice-based resolution which takes into restitution and account community values.

7. ACCOUNTABILITY & GOVERNANCE MATTERS: We recognize the FEC doesn't just happen. The FEC was founded by LiisBeth Media--now LiisBethMX (a Canadian nonprofit organization), founded and is ultimately responsible for holding and maintaining this space. To ensure democratic, transparent and participative governance, all FEC members in good standing are automatic voting members of LiisBethMX. FEC members also have the opportunity to serve on the three-six member **Community Caretaking Committee**--whose mandate is to look after the FEC space and the well-being of its members. FEC members are also able to nominate and vote for LiisBethMX board directors. LiisBethMX will make available/post board meeting minutes and annual financial reports in the interest of full transparency. LiisBethMX bylaws, meeting minutes and financials will be available in the LiisBethMX group in the FEC.

8. REST IS RESISTANCE: While we encourage participation, we know energies ebb and flow and that the FEC is just one small part of your personal and professional journey. We agree to keep this a low pressure environment. We will communicate passionately about upcoming events or initiatives, but feel free to turn off notifications, or take a break from the FEC if you need it. And if you find the FEC does not serve you, feel free to end your membership anytime--we will still love you and hope you will keep in touch via the LiisBeth.com newsletter.