

CLC Group Guidelines

1. Listen actively and respect others when they are talking.
2. Participate to the fullest of your ability -- we recognize that people engage in different ways and encourage you to engage in the way that works best for you.
3. Speak from your own experience instead of generalizing.
4. You are welcome to respectfully challenge an idea or voice a different opinion, but refrain from personal attacks. Focus on the idea, not the person.
5. Contribute to spaces and conversations that are inclusive and validating of diverse identities and experiences. We will actively address comments that are sexist, racist, transphobic, ableist, anti-Indigenous, anti-Black, heterosexist etc. This is a space of learning and we aim to support everyone to join us in creating spaces that are liberatory for all.
6. Share the air. Be mindful of the space you are taking up and share responsibility for including all voices in the discussion.
7. Respect confidentiality within the group. What is said here, stays here. What is learned here leaves here.
8. We aim to foster a safer space for all participants and ask that you provide content warnings before sharing about experiences that may be triggering to other members of the group and avoid sharing specific details.
9. Take care of yourself. Feel free to do what you need for your health and wellness (i.e. take breaks, eat/drink, stretch etc.)
10. Please reach out to CLC staff if you need support. We are available by call/text or email. Sam (416-524-2137) Jordana (416-436-6560), both clc@camh.ca.

Glossary:

Sexism - prejudice*, stereotyping*, or discrimination* of people based on their sex.

Racism- prejudice*, stereotyping*, or discrimination* against a person or people on the basis of their membership in a particular racial or ethnic group.

Anti-Indigeneity- specific form of racism against Indigenous peoples, cultures and traditions.

Anti-Blackness- specific form of racism against Black people, cultures and traditions.

Transphobia- fear and/or hatred of transgender and other gender diverse people, and the reinforcement of cisgender (identifying with biological sex) being the norm.

Heterosexism- the reinforcement of heterosexuality (being attracted to individuals of the opposite gender) as the privileged and the norm; and the assumption that everyone does or should identify as heterosexual or "straight".

*Prejudice- is an opinion or an assumption that you hold about something/someone.

*Discrimination- is an action or a decision that treats a person or a group badly for reasons such as their race, age or disability.

*Stereotype- a commonly held but oversimplified idea of a particular type of person or thing.