ENACTING OUR SHARED VALUES

INTRODUCTION

The Society for Teaching and Learning in Higher Education (STLHE) is a large community composed of those committed to excellence in teaching and learning in higher education.

STLHE's Equity, Diversity and Inclusion task force (EDI TF) is committed to providing a safe, productive, and welcoming environment for all participants at any STLHE event. To this end, we invite participants to join us in committing to putting these values into practice at all meetings and conferences.

PURPOSE

1. The purposes of this "Enacting Our Shared Values" document are

    a. to define the standards and values all attendees commit to following at any event or meeting of STLHE, including those organized by any of its constituent groups (e.g., Council of Fellows, SoTL, EDC, TAGSA).

    b. to provide examples of behaviours and actions that reflect these shared values

2. This "Enacting Our Shared Values" document applies to all meetings and meeting-related events of STLHE, including but not limited to

3. The annual national conference and any smaller or regional conferences organized by STLHE or any of its constituent groups

4. Events sponsored by other organizations held in conjunction with STLHE

5. This "Enacting Our Shared Values" document applies to all participants of meetings and meeting-related events of STLHE. Participants may include, but are not limited to speakers, attendees, volunteers, exhibitors, and STLHE staff.

ENACTING OUR SHARED VALUES

We all play a role in fostering a positive environment of trust, respect, and ethical behaviours by recognizing:

- that participants (no matter their role at an event or meeting) reflect a wide range of gendered, racialized, sexuality, disability, and national origins, and that this is, as much as possible, reflected in the conference and meeting organization;

- that the above point might mean some organizational details look different to some participants than usual, and welcome those changes as inclusive and welcoming, see Appendix A;

- that different groups of people bring different knowledges and experiences to events and meetings, and ensure that everyone is not just heard but actively listened to;

- that different groups of people may have different needs in the event space, and work to ensure that those are met by conference and meeting organizers to the fullest extent possible, and are respected by all participants;

- that not all research is "comfortable" and that it sometimes challenges status quo ways of knowing and being in the world, and considering comments and questions as productively intentioned;

- as a follow-up to the above, that some research is more difficult for some groups of people than for others, and considering carefully how one goes about framing and presenting that material in a way that doesn't further harm those people;

- that social media formats are a part of conference and meeting processes and being mindful of how one is engaging with presentations and participants via these formats;

- that we all share individual and collective responsibility to intervene—through both comments and actions—when we witness actions and behaviours that perpetuate discrimination of any kind;

Participants in STLHE and STLHE-associated events agree not to engage in or condone others' engagement in actions and behaviours that do not reflect the shared values of the organization.

These include:

- addressing participants, either by tone or content, in ways that perpetuate discriminatory, stereotypical, or harmful beliefs and statements;

- engaging in—either through one's own behaviours or by overlooking the behaviours of other participants—comments, actions, or practices that perpetuate racism, sexism, ableism, homophobia or transphobia, ethnocentrism, etc., and instead, intervening when such comments and actions are witnessed;

- disagreeing with or disrupting other participants' presentations, comments, and questions, either by tone or content, in ways that are disrespectful or demeaning, or that suggest stereotypes about particular groups of people's knowledges or skills;

- insisting—through verbal comment, gesture, or other body language communication—that people adhere to singular modes of thinking, acting, and presenting, recognizing instead that participants have multiple experiences and perspectives;

- bullying and harassing (along any identity lines—sexual, gender-based, race-based microaggressions, etc.) behaviours, whether physical or verbal, and including persistent unwanted attention of any kind, in all contexts;

The above lists are not all inclusive or exhaustive, and we encourage participants to always be evaluating how EDI perspectives can make them more aware of, and more attentive to, altering their own behaviours in support of the statement of core values. We invite all to enact our shared values by working together to create a more just and inclusive space, in all ways, for a greater number of people.

APPENDIX A: EXAMPLES OF WAYS TO IMPROVE INCLUSION AT EVENTS

1. Designating public bathrooms as all-gender for the duration of the meeting or conference, and ensuring that these are well marked as such;

2. Reviewing public spaces where events are taking place and confirming that these spaces are accessible to persons with disabilities;

3. Asking conference and meeting participants to follow scent-free environment practices;

4. Ensuring that all food and drink options cover many dietary practices and that all ingredients are clearly marked;

5. Making arrangements for an ASL/LSQ interpreter to be present, and ensuring captioning on all video conferencing events and sessions;

6. Recognizing and making place for smudging and other practices, while also recognizing how those might have to be negotiated with other participants' needs, such as for a scent-free environment;

    a. Ensuring that the appropriate Indigenous territorial acknowledgement is in place at gatherings and in communications;

    b. Respecting Indigenous Elders and Knowledge Keepers work/participation at events through the appropriate protocols and honourarium processes.

7. Providing support for students at events that range from the financial, to travel, to food, to lodging and other critical materials for meaningful participation.

8. Providing conference presenters with recommendations such as: supplying some large text copies of presentations; avoiding video clips that contain flashing lights or colours;

9. Providing name tags with space for participants to include pronouns and any other information that ensures their fuller participation;

10. Using inclusive language in all communication such as calls for proposals, instructions, event programs etc.