

Safer Space Policy and Community Agreements

As we build a Zero Waste movement we strive to be conscious and intentional about the intersectional nature of ourselves and our actions. The purpose of this safer space policy and community agreements document is to remind all who engage with the Post-Landfill Action Network that although no space will be 100% safe for everyone, discrimination of any type will not be tolerated here. In every aspect of the work that we do, we strive to build an inclusive and equitable movement. To do that we must be self aware of our privilege and internal biases and our rejection of bigotry, hatred, white supremacy, misogyny, racism, sexism, heterosexism, transphobia, ableism, xenophobia, neo-colonialism, ethnocentrism, ageism, classism and other forms of systemic oppression¹. By working with, or alongside PLAN, you agree to our community agreements We will directly address anyone who does not have the willingness to abide by this community agreement.

We, the PLAN community, agree to:

- Address each other and our spaces with respect. This includes:
 - Not speaking over others (“one diva one mic”).
 - Being mindful of our presence in spaces. How we the treat land and spaces we use will affect many.
 - Being intentional about listening deeply and being open to new ideas. Difference and disagreement does not justify disrespect.
- Recognize our own positionality within the space and the greater movement, by practicing awareness of ourselves, our language, and the power of our voices - both words and tone, intention and impact.
- Practice “move up, move back:” those of us who don’t usually speak up commit to moving up in our leadership by challenging ourselves to put our voice in the room. Those of us who are often outspoken challenge ourselves to move back, creating space for others and practice active listening.
- Recognize and value the quality of work and interpersonal relationships over the quantity.
- Offer nurturance and appreciation of ourselves and each other through sharing meaningful affirmations, acknowledging each other’s hard work, recognizing that everyone makes mistakes, and separating the person from the mistake when offering feedback.
 - A helpful tool for acknowledging mistakes and offering feedback is “oops and ouch.” We use these words to create space to admit when we have made mistakes (“oops”) and to express when someone else’s words or actions have hurt us (“ouch”).
- Remember that while none of us knows everything, collectively our different perspectives and ways of knowing make for creative and effective solutions.
- Understand that people come to our spaces with various needs. We will meet each other where we are at and ensure that our personal decisions make room for understanding the broader impacts to our community.
- Hold ourselves and each other accountable to these community norms and safer space policy.

¹ *Language within movements is constantly being created, evolving and changing. We want to recognize that some identities may be missing from this list. We encourage you to call us in if we omitted some anyone or groups of people. PLAN also commits to revisiting this list often and updating it accordingly.*