

SAFE SPACE POLICY

The International Institute for Women's Rights-Manitoba (IIWR-MB) is committed to creating safe, accessible, and welcoming environments for all people*. In the spirit of empowerment, we work to ensure a safe space free from harassment, discrimination, or abuse for all people. We work towards creating a space that ensures inclusivity, diversity, and respect for all members.

We recognize the land we operate on has been colonized and is traditionally the territory of Anishinaabeg, Cree, Oji-Cree, Dakota, and Dene peoples, and is the homeland of the Métis Nation. We work to ensure this recognition in all our initiatives and embrace decolonial frameworks.

A safe space entails many things, including the fact that physical or verbal behaviour that is demeaning, aggressive, or hostile will not be tolerated, including but not limited to:

Racist, sexist, transphobic, bi/queerphobic, homophobic, ageist, ableist, and fat phobic comments or actions of any kind, sexual harassment, verbal or physical violence, theft, or actions that are culturally appropriative.

The safe space policy applies to all IIWR-MB meetings, events, online platforms, and initiatives.

If at any point in time individuals feel unsafe in a IIWR-MB mandated space, concern may be raised with the Co-Chairs of the IIWR-MB board. The Co-Chairs may then bring this concern to the attention of the board, or privately if it concerns a board member directly, as they see fit. Should the concern be in regard to the Co-Chairs directly, the concern may be raised to any individual on the board, understanding that the board member will raise the concern to the Board of Directors. All concerns brought to the IIWR-MB Board of Directors will be taken seriously.

While we recognize no space may be 100% safe for all peoples, we work to provide as inclusive of a space as possible.

If you have questions about the Safe Space policy or other initiatives by the IIWR-MB, please email info@iiwrmb.ca.

* "People" is used to ensure inclusive terminology for all folx, understanding intersectional identities can have influences of power that may result in an individual not being the target of protections necessary under the safe space policy. The IIWR-MB Board of Directors has the final say on interpretations of this terminology to ensure it is not used to target or harm marginalized folxs further.