

M4BJ | Black Lives Matter–Canada | Wildseed Centre for Art & Activism
Policies and Procedures

Community Guidelines
Date Reviewed: August 23, 2024
Date Adopted: September 3, 2024
Author: Executive Director
This policy applies to: ☒ All personnel of M4BJ, Black Lives Matter – Canada, and Wildseed Centre for Art & Activism ☒ Others in a work context which may include guests, volunteers, independent contractors or consultants
References: • M4BJ Equity and Anti-Oppression Policy • M4BJ Complaint Resolution Policy • M4BJ Disciplinary Action Policy • M4BJ Violence and Harassment Policy • Spotify Support Community Guidelines

MISSION STATEMENT

M4BJ (operating as Black Lives Matter–Canada and Wildseed Centre for Art & Activism) is a platform upon which Black communities across Canada can actively dismantle all forms of anti-Black racism, liberate Blackness, support Black healing, affirm Black existence, and create freedom to love and self-determine. We work to forge critical connections and to work in solidarity with Black communities, Black-centric networks, solidarity movements, and allies in order to to dismantle all forms of state-sanctioned oppression, violence, and brutality committed against all Black communities, including African, Caribbean, Afro-Indigenous, migrant, queer, trans, and disabled Black people.

In addition to fighting against anti-Blackness, we create spaces to build our community. Through alternative forms of education, programming events for our communities, and supporting cultural creation, we believe that we create our own liberation through our commitment to thrive and build beautifully, in spite of the ugliness surrounding us.

In our movement for Black liberation, we join calls to decolonize Turtle Island and Nunavut Nunangat. Our struggles are tied up with the struggles of the Indigenous

people of the land on which many of our ancestors were brought and forced into brutalization—a living apocalypse. There is no Black Liberation without Indigenous Liberation on Turtle Island.

PURPOSE

At Wildseed Centre and BLMCA, we share a wide spanning range of commitments to Black and allied communities - regionally, nationally and on occasion, globally. Our Mission Statement sets context for the futures we seek to carve out and identifies the communities we commit to serving. Importantly, it also reifies the principles through which we operate, organise, and resolve conflict within and around the workplace.

We are deeply attuned to the many ways in which inequities that enable power imbalances within our world, may also show up within our own spaces. Embedded in the ways we take up this work, is our shared responsibility to actively address ableism, ageism, anti-Blackness, anti-Indigeneity, bigotry, classism, hate speech, homophobia, Islamophobia, misogyny, misogynoir, transphobia, and xenophobia. We are a transfeminist organisation rooted in disability justice and understand the range of ways social location and identity set the stage through which relations are interpreted. Ultimately, in an effort to maintain conditions for meaningful dialogue, there is inherent value in setting clear expectations for engagement with all these factors in mind.

Alongside our Equity & Anti-Oppression Policy, these Community Guidelines provide a roadmap for aligning our mission with internal standards of conduct:

- We each come to this work with a shared dedication toward bettering conditions of Black communities. With that context in mind, assume good intentions.
- Ask questions when clarity is desired and/or required.
- When disagreements occur, proactively challenge an individual's actions, rather than their personhood. Personal attacks will not be tolerated, and M4BJ's Complaint Resolution, Disciplinary Action, and/or Violence & Harassment Policies may be enacted.
- Use 'I' statements as a means of encouraging healthy disagreement.
- Learn the ways in which our colleagues' identity, social location, cultural context or experiences may play into their preferred communication style.
- Respectful engagement is of utmost importance. Under no circumstances are colleagues permitted to knowingly condescend, demean or embarrass one another.

- Relatedly, all members of our community must avoid abusive, harassing, defamatory, pornographic, threatening, obscene, condescending or otherwise offensive language that could be considered harmful to members of Wildseed Centre and BLMCA.
- Prioritise dignified harm reduction strategies wherever conflict arises.
- Seek out external support as an absolute last resort measure if repeated harm does occur.

Moderators, chairs, and/or persons of organisational seniority within any given meeting space are primarily responsible for ensuring these guidelines are upheld. At the same time, all members of M4BJ have a shared responsibility to carry out these standards.

Our shared commitments are rooted in empathy, care and respect for ourselves and each other. While mistakes may occur from time to time, there are consequences for repeated transgressions. In these cases, M4BJ's Complaint Resolution, Disciplinary Action, and/or Violence & Harassment Policies may be used. When accountability is required, responses to wrongdoing are to be carried out with efficiency, fairness and consistency.

FEEDBACK

If you have questions, comments or ideas about these Guidelines or its application, please reach out to your direct supervisor. M4BJ is open to making any required changes or amendments as needed, and commits to an annual policy, procedure and guideline review.