

THN HIV Core Volunteer Training - Ground Rules

Anti-Racism and Anti-Oppression Principles¹

1. Respect for diversity
2. Have factual, realistic understanding of the group and differences within the group
3. Be open and non-judgmental
4. Fair and **equitable** treatment towards all
5. Recognize **power** and **privilege**
6. Information and process must be **accessible** to all
7. Group members **commitment** to participation
8. **Respectful** attitude and behaviours towards all, this includes **listening**
9. Behaviours should reflect ethical conduct:
 - ❑ Acting with **honesty**;
 - ❑ Flexibility;
 - ❑ The willingness to be **self reflective**;
 - ❑ The willingness to be self critical;
 - ❑ To learn from others ways of **ensuring one's conduct is ethical**
10. Practice **confidentiality**, the basis of this skill is trust and respect. However confidentiality cannot always be maintained and so there must be honesty in sharing what can or cannot be held as confidential
11. Commitment to **learning**
12. Classism, Racism, Ableism, Heterosexism, Ageism, Sexism or any other form of oppression will be named and processed by the group and/or individually. In addressing oppressive incidents we will **identify, act, educate** and **sanction**.
13. All people are **accountable** for their actions, gestures, mannerisms and words. People who cannot follow this ground rule will be asked to leave the session.
14. "Shake not shout" – cells phones on vibrate, take calls/texts outside of the training space

¹ Developed by Akua Benjamin as part of ARAO organizational development training for Nellie's Shelter in Toronto.

From THN Code of Conduct – Annual Opening Doors Toronto forum

1. Respect and Confidentiality at all levels of interaction
 - Inside the Forum and after it is over.
 - Take care not to name others in your stories – individuals or agencies.
 - Share your own HIV status if you wish; do not share the HIV status of others.
 - Do not assume people are out about their HIV status. People may share their HIV status in one setting and not in another, for example, inside a program or agency but not outside of that.
2. Actively Listen
 - Listen in silence.
 - Share the air - give others a chance to speak.
 - No cross-talk.
3. Use “I” statements – speak for yourself, not others.
4. Welcome and respect people where they are.
5. Expect, accept and respect Diversity
 - Be open to the experience and opinion of others.
6. Take Care of Yourself
 - Do what you need to do to feel comfortable and participate openly, with consideration for others.
7. Please help us to keep on time – for start time and to return from breaks on time.

Thanks everyone