

Friendly Space Policy for Wikigraphists Bootcamp (2018 India)

Purpose

The reason for this policy is to establish behavioral guidelines for the occasions and the related tasks to help prevent badgering and other unwelcome conduct and to provide guidance on how to deal with such issues should they occur. However, we hope participants will go beyond the basics laid out here to actively contribute to a friendly and respectful atmosphere.

Scope

This set of principles applies to all the sessions conducted as a part of the Wikigraphists Bootcamp (2018 India). This includes the online sessions held as a part of the pre-event work, and the main event from 28 to 30 September 2018 at School of Design, Ambedkar University Delhi. It applies to both physical spaces (pre-gathering and post-meeting occasions, assistant tracks to the headliner, for instance; fireside chats) as well as virtual areas (online parts of the meeting, for example; video meetings, IRC rooms, and mailing records).

Expectations

- Please be caring and considerate.
- No mean or impolite behaviour shall be tolerated.
- Please be circumspect.
- Resolve conflicts with the nobility and regard, and stay away from individual assaults.
- Harassment will not be tolerated.

Provocation incorporates, however, isn't constrained to the following points;

Please refrain from;

- ... verbal remarks that fortify social structures of the control identified with sex, sex personality and articulation, sexual introduction, incapacity, physical appearance, body size, race, age, religion, dialect, origin, and rank.
- ... negative remarks in regards to an individual's way of life, decisions and works, including those identified as sustenance, well-being, child rearing, medications, and business.

- ... posting or indicating sexually explicit or vicious material without explicit and prior consent.
- ... display of sexual content
- ... discriminatory jokes and offensive humor.
- ... sustained disturbance of talks or different occasions.
- ... posting identifiable or private data online about someone without their consent.
- ... continued one-on-one correspondence after solicitations to stop.
- ... personal affronts.
- ... inappropriate physical contact.
- ... deliberate terrorizing, stalking or following.
- ... physical assault or threat of physical assault.
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- ... publication of private correspondence (example exception include, publishing correspondence in which harassment has occurred is acceptable to report/seek help)
- ... advocating for, or empowering, any of the above conduct.

Participants requested to stop any badgering conduct are expected to comply instantly.
Usage of Intoxicants is prohibited

Guidelines

- The general rule for the occasions is: Include everybody in the circle. Exceptions can be made for marginalized or discriminated groups, who want to talk without a member of the dominant group. The occasion ought not to be seen as an opportunity to demonstrate who is most educated, yet instead as a chance to widen our systems of expertise, coordinated effort, and comprehension. Endeavor to guarantee that nobody is forgotten; acquaint yourself with outsiders early and frequently, and talk in a dialect that is available to all. Specifically, kindly characterize acronyms and specialized language when utilizing them in exchange.
- We trust that everybody is a specialist in their particular domain, and urge every member to contribute their knowledge to the blend, please. Avoiding obstructions caused by dubious distinctions between "fledgling" and "master" will be the request of the day. As Wikimedians, every one of us knows something, and none of us knows everything.
- During the event, focus on collaboration and connection while sharing your ideas. Many among us have solid convictions on issues of innovation, legislative issues, logic, and network. While facilitators support the discussion as a critical segment in building

understanding, we ask that members center around discovering shared belief during sessions. We understand that some people enjoy engaging in passionate debates but ask everyone to focus on listening and learning from others at this event.

Redressal policy and mechanism for resolution

A “Response Team” (RT) is available at the event to provide support and make interventions if an individual disturbs or harasses other participants (whether you or someone else). You can contact the RT about any event safety concerns by speaking with its team members in person or through any of the channels mentioned at the end of this document.

On the off chance that the individual who is badgering you is on the RT, they will recuse themselves from taking care of your episode. On the off chance that the individual who is bugging you is an individual from the organizing team, they won't get differential treatment than any other member in the treatment of the protest.

We will respond as promptly as possible to event safety concerns. Here is what you can expect to happen, if you report an event safety concern:

- One or more individuals from the RT will examine the issue with you in the most sheltered, calm and private space available.
- They may take notes, with your consent, of what you say.
- One or more individuals from the RT will independently talk with the person(s) against whom the complaint was made, if that is what you want.
- The process will seek to achieve our goals for the event while guaranteeing well-being, pride and regard for everybody included.

On the off chance that an RT member takes part in harassment of others, the RT may make any move they consider fitting, up to and including ejection from all the spaces used during the event for the time of the occasion, and distinguishing proof of the member as a harasser to other Wikimedians or the overall population.

The well-being of individuals from marginalized groups will be prioritized over the comfort of individuals from privileged groups. The Response Team won't follow up on complaints in regards to:

- Reasonable communication of boundaries, for example, "allow me to sit unbothered," "leave," or "I'm not talking about this with you."
- Communicating in a 'tone' you don't consider suitable
- Criticizing racist, sexist, cissexist, or otherwise oppressive behavior or assumptions

For organizers

Redressal approach and components for determination

Steps to be taken once we get a grievance;

- Locate an agreeable space for somebody with an issue to talk about.
- Give them time and space to talk about the issue at their own particular pace.
- Tune in to the individual and make notes with consent.
- If wanted by the reporter, have a discussion independently with the person accused of harassment in a way that does not put the reporting individual at risk of unwanted exposure or further harm. If you do not comfortable addressing the issue yourself or alone, seek support from the team.
- Explain issues in a way that guarantees nobility and regard for all, that isn't insulting or harsh, ensuring that regard is maintained while carrying out the discussions.
- Follow the miscellaneous diversity and inclusion rules.

Facilitators choice

The organizers should attempt their best to incorporate facilitators with diverse social identities and perspectives that accurately reflect the diversity of the larger world. For example, useful Diversity and Inclusion practices concerning gender will preclude the formation of manels (every single male board) and panels with just a token lady at the sessions and talks. Instead, the sorting out group should endeavor to discover qualified female speakers for the sessions.

Response Team

Individuals from the Response Team should be unbiased. An individual from the organizing team can't be a member of the Response Team. The response team should contain a diverse set of individuals in terms of gender, sexual orientation and dialect, should also incorporate individuals from various social minorities.

Calculated prerequisites for inclusivity

- Childcare services
- Accessibility for all, regardless of inability, e.g., inclines in all essential access territories and signs in braille
- Participant and speaker registration process ought to incorporate a segment requesting feedback about dietary limitations and inclinations (veggie lover, non-vegan, eggetarian, vegetarian, etc.).

Cordial space rules

- A calm space to take a load off, which could be an area in a corner with pads and seats and can be known as a tranquil space to let everybody know about its utility.
- In shut exchange gatherings, we can have a volunteer "vibe checker" to counteract hostile talk. The part of the vibe checker is to detect friendly space concerns in the dialogues and intercede.

Arrangement spread

- Distribute handouts with copies of the Code of Conduct at the event alongside the gathering unit. The approach and rules could be translated into various dialects.
- Provide a brief two-page document with the Do's and Dont's for the event, along with emergency contacts, in relevance to this policy.
- Upload it to Wikimedia Commons and publish it on Meta-Wiki.
- Announce the start of the meeting.

Permit

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