

Proposed Resolution: Code of Conduct for NLG Events & Convention

Summary: This resolution would outline a code of conduct to serve as ground rules for behavior at NLG events.

Contact: This proposed amendment is being offered by Caitlin Kelly Henry ckh@caitlinkellyhenry.com (510)277-2025. You can give feedback here <https://tinyurl.com/NLGFeedback>.

Whereas

The NLG has not offered its members and event attendees suggested ground rules or a code of conduct for its events. This is an effort to start a conversation about best practices, and to offer suggestions for national and local events. This is an effort to define some of the behaviors that make people feel heard, respected, and safe. We hope this facilitates cooperation, and makes conflict a less personal process. We understand this may be perceived as a paternalistic attempt to control people, but hope that it can continue a conversation in a forum where people spend some time hearing and trying to understand each other's perspectives.

Now Therefore, Be It Resolved That

1. Meetings
 - a. Create agendas in advance, yet leave room for re-evaluating agenda based on who is in room and new developments.
 - b. Appoint a facilitator who is dedicated to including people in conversations, keeping stack, including quiet or unheard voices, and bringing in unfinished tasks, and proposing points to move forward. This person's role is separate from the note-taker's role.
2. Plenary/Workshops/Panels
 - a. Phones on silent, not vibrate. Don't take calls from the event. Step out of the room before you answer the call.
 - b. One conversation at a time.
 - c. Start on time end on time.
 - d. Respect time. Do not come in late and then ask for participants to explain everything that just happened to you because you are late.
 - e. Do not stand up from the audience and yell at facilitators or panelists.
 - f. Do not take the microphone from someone who is holding it. Do not grab people facilitating or MCing. Let them give the microphone to you.
 - g. During a question and answer session ask questions. Respect the panelists and when they are there to answer your questions. If you are invited to ask questions, ask questions, don't pontificate. Do not take the mic to recite a long opinion that is not accompanied by a question. If its is framed as a discussion that is open for comments, make comments. If it is only open for questions, don't pretend to ask a question in order to make a comment.

- h. Step up step back. If you always step up to the mic during every workshop, panel, and plenary, step back and let other voices start to be heard. If you rarely take the mic, consider stepping up.
 - i. When offering criticisms, make them constructive and avoid personal attacks.
 - j. When offering critique, make it about the subject or issue, and not a personal attack.
 - k. If you are facilitating, consider using progressive stack or other methods to ensure people from groups traditionally underrepresented in society and the Guild's voices are heard.
 - l. Focus on solutions and moving forward.
 - m. Understand the difference between intent and impact. Try to build a shared understanding and with goal of moving forward.
 - n. Address ideas not individuals. Personalize statements. Use "I" statements. Avoid using "you" or "them" in confrontation or in hypotheticals.
 - o. Avoid Assumptions, Ask Questions.
3. Social Gatherings
- a. In introductions, introduce yourself with your gender pronoun.
4. Harassment
- a. Ask someone before touching or hugging them. If there is a microphone, don't grab it away from someone, or grab their hands without asking.

Implementation

All members would be empowered to enforce this themselves, or ask National Office staff, Chapter Staff, or NEC members to enforce.

Statement of Impacted Parties

National Office Staff, Chapter Staff, NEC, Anti-Harassment Complaint Board, Safer Spaces, and Resolutions Committee members were contacted. None submitted a statement. The National Office Staff generally support. Beginning in October 2015 these proposals were emailed to over 50 committee/caucus/project leaders, as well as submitted to the NEC for consideration in the winter and spring 2016 NEC meetings.

Supporters

Natasha Lycia Ora Bannan, NLG President; Azadeh Shahshahani, Former NLG President; Karen Jo Koonan, Former NLG President; Anne Befu: Resolutions Committee member 2010-2014, TUPOCC co-chair 2006-2008; Queer Caucus co-chair 2005-2006; Carey Lamprecht: Bay Area Board, Mass Defense Steering Committee, Co-Chair Bay Area Mass Demonstrations Committee; Dan Gregor: Past: National Vice President, Resolutions Committee; Joelle Eliza Lingat, SNVP 2015-2017; Jill M. Humphries, NLG-NYC, Mass Defense Steering Committee