



Womxn of Color Affinity Group, CSU Extension Terms of Use and Community Guidelines*

The CSUE Womxn of Color Affinity Group (WoCag) exists to build community, share information and resources, and employ effective means for supporting one another. Recognizing that our different identities situate us differently within multiple systems of privilege and disadvantage, the most effective way to create inclusive culture change is by prioritizing the needs of those who are marginalized within multiple systems. Any CSUE employee can request to join WoCag. Solidarity, support, and allyship are demonstrated by honoring designated spaces for people to connect in community and showing up for others when and how they ask of us.

Community Expectations (Adapted from *The Anti-Oppression Network's [Safer Space Policy](#)*.)

Everyone, regardless of social identity or status has equal opportunity for participation, and all members of WoCag have a role in ensuring that, in all processes of working together, equal opportunity happens.

Inequity, bias, and microaggressions can show up everywhere, even in spaces committed to community building and social justice. Gender identity, gender expression, sexual orientation, different abilities, ethnicity/ethnic heritage, race, age, size, class, and citizenship status are some of the more obvious examples of how people can be marginalized.

Members agree to lessen the negative effects of oppressive ideologies within the operation of WoCag, and our university overall, because they are all interconnected and relevant to our experiences as employees. This is done through commitment to learning and unlearning oppressive values, assumptions, beliefs, and habits that manifest on individual, group, and structural levels. This commitment is demonstrated through building community, sharing resources, advocating for policy change, offering and attending workshops, fostering collaborations, supporting each other personally and professionally, etc., all of which can be done collectively.

CSUE WoCag is intended to be a space where members can feel comfortable sharing their needs, supporting one another, practicing healthy boundaries, and developing their agency. Participation is completely voluntary, and member contributions can be worthwhile apart from dominant measures of productivity or quantifiable outputs. Members are encouraged to engage to whatever degree feels appropriate for them, and to do so because they want to, not because they feel pressured to.

Members are accountable to each other, CSUE, and the CSU community at large, and are responsible for direct and open communication, transparency, and equitably sharing and distributing power within WoCag.

Community Guidelines

- *Embody [CSU's Principles of Community](#)* - In words and actions, all members are to reflect our university's commitment to Inclusion, Integrity, Respect, Service, and Social Justice.
- *Respect privacy of participants* - Do not screenshot or share anything posted inside WoCag without explicit permission from the poster.
- *Be considerate* - Treat others the way *they* want to be treated. Work together to resolve conflict (in a private conversation, if necessary), assume good intentions, own impact, and do your best to act with empathy. Don't allow frustration to turn into a personal attack. A community where people feel uncomfortable or threatened is not a productive one.
- *Take responsibility for your words and actions* - We can all make mistakes. When we do, we take responsibility for them by being accountable to those who have been harmed. If someone has been harmed, listen carefully and respectfully to their feedback, work to right the wrong, and commit to do better in the future.
- *Ask for help when unsure* - Nobody is expected to be perfect in this community. Asking questions for clarification and to deepen understanding early on avoids many problems later, so questions are encouraged. While no one is expected to exhaust their own resources educating others either, it is expected we will help one another continue to grow and learn. And we will take seriously our responsibility to educate ourselves. Those who are asked questions should be responsive and helpful, even if that is by providing links to additional resources.
- *Use "I" statements* - Speak from your own experiences rather than generalizing.
- *Practice self-care* - Take breaks from high levels of engagement and pass on or delegate responsibilities if

needed. Only say 'yes' when you mean it. Assert healthy boundaries.

- *Share work appropriate content* - These spaces are designed to help us better support one another as whole people by recognizing our wide range of diverse needs and experiences. We can simultaneously hold that it is dehumanizing to only treat each other with respect in light of the job responsibilities we fulfill, while also acknowledging that we interact and support each other as colleagues.

Team owners reserve the right to remove posts that do not align with the stated purpose of WoCag, including those that:

- are disruptive to group activities
- are trolling; disrupting or hijacking conversations
- engage in harassment or discriminatory harassment of a specific individual or group of individuals
- break the law or condone or encourage unlawful activity
- advertise products or services for profit or gain
- describe or encourage activities which could endanger the safety or well-being of others
- are considered spam
- are considered off-topic

Zero Tolerance Policy: If a member is found to be breaking any of the community guidelines, including making disruptive posts, they may be immediately removed from WoCag. All members are encouraged to promptly notify channel leads or team owners of any activity that violates our community guidelines.