

Virtual Safety Guidelines and Principles

NGO CSW/NY is committed to ensuring that everyone has a fulfilling experience during the NGO CSW Virtual Forum. Our goal is to make this platform as inclusive and productive as possible through a shared leadership model. Below are some guidelines for successfully utilizing the virtual platform, as well as principles to follow to assure a safe environment founded in respect and inclusivity. These principles apply to all of the NGO CSW Virtual Forum spaces, and NGO CSW/NY virtual events, including public and private channels and direct messages.

- Use welcoming and inclusive language. Commit to open dialogue and transparency.
- Remain driven by our collective mission of advancing gender equality, feminism and women's rights.
- Build a culture of excellence, compassion, integrity, and honesty.
- Respect one another. Listen, avoid assumptions, enable different opinions. Critique *ideas*, not *people*.
- Allow everyone to participate. Don't dominate the conversation and honor time limits.
- Show empathy toward other participants.
- Respect the diversity of languages, opinions and expertise, while acknowledging that sexism, racism, classism, heterosexism, transphobia, global North domination and other institutionalized forms of oppression exist.
- Honor confidentiality and "I" statements ("I" instead of "they," "we," or "you"). Speak from your own experience instead of generalizing.
- Be positive and seek unity. Build people's ideas up rather than knocking them down, and refrain from personal attacks.
- This is a space where the voices of the marginalized are amplified and given "expert" priority when recounting their own experiences. Their experiences of oppression are not up for debate or to be refuted in any way.
- This is an antiracist space meaning that we welcome, value and revere an intersectional approach to feminism. An anti-racist space requires that all of us need to consider our positionality and work actively not to replicate white patriarchal structures including subjugating voices of Black women and women of color.
- NGO CSW/NY will not tolerate harassment of any kind including but not limited to:

- Offensive comments related to gender, gender identity and expression, sexual orientation, disability, mental illness, physical appearance, political affiliation, age, race, national and/or ethnic origin, immigration status, language, religion, or indigeneity.
- Deliberate intimidation
- Sustained disruption of discussion
- Continued one-on-one communication after requests to cease

If you have experienced any form of harassment or encountered a hostile online environment on the NGO CSW Forum virtual platform or in any NGO CSW virtual spaces, please report the experience to virtualsafety@ngocsw.org and we will address the situation. NGO CSW/NY has the right and responsibility to remove anyone who does not adhere to these principles. Refunds are not given to those who are removed from the platform.