

# Safe Spaces Policy

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Cross-cultural conversations can be challenging. Scotland's International Development Alliance is committed to holding inclusive spaces for these conversations in a supportive and protected environment for all of those sharing their experiences and expertise. We emphasize the importance of respect in ALL conversations, ensuring that every individual feels valued and heard, regardless of the topics discussed.

The following ways of being help our conversations remain safe and productive, and we ask all attendees and participants to honour them.

- We will actively listen, and position ourselves towards learning. We will not assume what others are thinking or feeling.
- We will take responsibility for our own learning.
- We will be conscious of the voices that are often under-represented and silenced, and monitor our input.
- We will take proactive action to ensure that no harm comes to fellow participants, and will challenge damaging hierarchies actively.
- We acknowledge the difference between intent and impact, and will both assume the best intentions of others, as well as take responsibility for the impact of our words.
- We aim to be kind, empathetic, inclusive, responsible and willing to listen.
- We accept discomfort, and know that challenging conversations are a crucial part of growth and understanding.
- We aim to use inclusive, non-violent and trauma informed language.