

University of Toronto Faculty of Music
Anti-Racism and Anti-Oppression Committee

Code of Respectful Conduct

As members of this committee, we will:

- **Respect one another's privacy and need for confidentiality.** In our discussions, shared personal experiences will be treated as confidential, while overall learning outcomes may be shared: "What's shared stays, what's learned leaves."
- **Acknowledge that all perspectives are valid but not equally weighted.** In our discussions and decision making, we will give greater weight to the perspectives of individuals most impacted by the issues at hand and those who are traditionally marginalized within academic spaces.
- **Acknowledge our individual privileges and positionalities.** We will treat each other with mutual respect while acknowledging that members hold different levels of power and precarity within the University of Toronto.
- **Acknowledge our cultural and generational differences.** Individual cultural identities, age, and past experiences may influence the way each of us conveys and interprets information.
- **Assume best intent.** We may sometimes lack a shared vocabulary to discuss the issues at hand. We will give each other the space and grace to speak honestly and candidly in the moment, even if this means that we may make mistakes.
- **Take a breath before we speak or respond.** We will embrace silence and self-reflection and avoid the urge to react immediately.
- **Name the harm as it arises.** We will bring awareness to hurtful or inappropriate language or actions as they happen or, as necessary, after they happen. We will pause to address the harm and provide support for any individuals directly affected.
- **Avoid judgment, blame, and shame.** We will "call-in" mistakes by treating them as moments for learning and understanding.
- **Avoid making assumptions** about one another's motivations, background, experiences, and degree of prior knowledge about issues at hand. Each one of us will speak from our own experience: "I think...", "I feel..."
- **Commit to continuing anti-racism and anti-oppression training.** As a committee, we seek to advance racial equity, diversity, and inclusion within the Faculty of Music, and to lessen the effects of societal oppression, particularly on our students. As individuals and as a collective, we will continue to learn about strategies that further this goal, so as to be of highest service to our community.