

**Likewise**

# Our Community Agreements

At Likewise, we want to foster community spaces that are diverse, inclusive, and where people from all walks of life can feel like they belong. To do that, these spaces should feel safe, accessible, and most importantly, kind. This Community Agreement was formed with the help of community voices to remind us of how we should all contribute to a collective sense of safety and belonging at the Hub - because community means it's everybody's space, everybody's responsibility.



## TO BE IN COMMUNITY WHERE EVERYONE CAN LEARN, DO, AND BELONG

- 1 We remember that we're all human.** We all get things wrong sometimes. We aim to reflect, learn, and move forward—together.
- 2 We treat each other with kindness, dignity, and respect.** We welcome and include everyone. No racism, sexism, homophobia, transphobia, classism, ageism, mental health stigma, or body-shaming.
- 3 We listen to each other.** We might not always agree, and that's okay. We hear each other out, speak with care, and value each other's voices.
- 4 We share space with each other.** We're thoughtful about each other's needs, and do our best to make room for everyone.
- 5 We take care of this place, together.** We all play a part in keeping the Hub and Community Garden clean, calm, and welcoming – for ourselves, and for each other.
- 6 We respect boundaries.** We check before getting close or personal, and take it seriously when someone wants space.
- 7 We speak up when something's not okay.** It's okay to say when something feels off. We aim to do that honestly, kindly, and with a willingness to hear each other.

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# Ruptures & Our Restorative Process

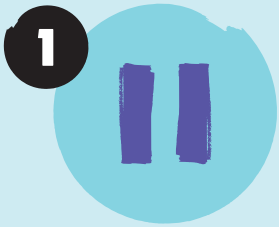


Being in community means being there for each other, even when things get hard. We know that we might not always be able to honour these agreements, and when this happens, our day-to-day approach is to:

**\* Name things openly.** We'll ask or challenge each other in the moment, making sure to do so with kindness. We'll also remind each other of why the language or behaviour doesn't align with our community agreements. If this doesn't help, we may also:

**\* Have a learning conversation.** We may ask you to speak with us outside of the activity so we can try and cool things off, explore what else might be going on, and ensure we all understand why the language or behaviour can't go on.

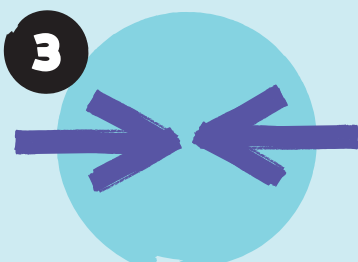
If things escalate or continue, we might need to ask the person to leave the Hub. How or when this happens will depend on the situation, but will always involve one, more, or all of the following steps:



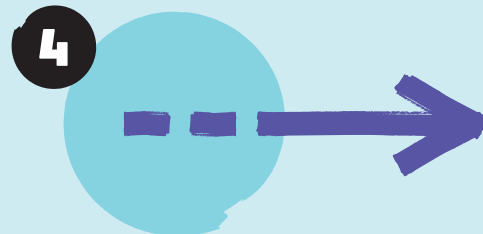
**Pause** – we may ask you to take a short break from the hub, with a minimum of 2 weeks before checking back in to make time for reflection and cooling-off.



**Restorative process** – our process can look different depending on the situation, but usually involves having restorative conversations with our Community team. The aim of this process is for us to acknowledge what went wrong, hear from and support anyone who was impacted, and/or agree on a set of boundaries or plans to support your engagement in the space in future. Only after these steps can we decide if, how, and when you can return to the Hub.



**Re-engagement** – Afterwards, we'll aim to meet with you a final time to discuss how best to support your return to the Hub. We may suggest gradual or 'phased' returns, or a full return, but this will depend on the situation and/or anyone who may have been impacted.



**Long-term leave** – There are times when a short pause may not be enough to support you in aligning with our community agreements, or may fall at a time when it's harder to engage. When this happens, we might suggest a longer break, with a maximum of 6 months before we start restorative conversations.



**Indefinite leave** – Being in community is rich and complex, and we've always been committed to promoting inclusion without exclusion. But, there are times when a repair cannot happen and we cannot align, no matter how hard we try. This could be for a variety of reasons, which we'll explore with each other directly, but may mean that you can no longer be a community member for the foreseeable future.