



CODE OF CONDUCT

Welcome and thank you for being part of the Black & Here Community Centre. The Black & Here Centre exists to celebrate, connect, and empower communities of African descent, newcomers, immigrants, refugees and equity-deserving peoples through education, creativity, and collaboration.

Together, we are building a community where people feel welcomed, respected, and valued, as well as a safe space to learn, create, share experiences, and build relationships.

This Code of Conduct outlines the shared expectations that help make our Centre an inclusive and supportive environment for everyone.

By entering the Centre or participating in our programs, events, workshops, meetings, or online spaces, you agree to uphold the following:

Our Shared Values

Our work is guided by the missions of **British Columbia Black History Awareness Society** and **REP Here in Canada**. All participants are expected to contribute to an environment that reflects our values. They include:

- A “By Us, For Us” Approach meaning we are guided and informed by the communities whose experiences we centre
- Dedication to Diversity, Intersectionality, Equity, and Accessibility
- Commitment to embedding the work of Truth and Reconciliation
- Respect and dignity for all
- Lifelong learning and unlearning
- Interconnection and community care
- Innovation and creativity
- Sustainability and shared responsibility

We believe that communities flourish when everyone has the opportunity to participate, contribute, and belong.



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Respect One Another

Treat every person with dignity, kindness, and consideration.

We welcome people of all ages, abilities, sexual orientations, gender identities and expressions, races, ethnicities, cultures, languages, faiths, immigration experiences, and socioeconomic backgrounds who support and uphold our shared values.

Differences of opinion are natural; discrimination, intimidation, or demeaning behaviour is not.

Respect the Space

Help maintain a welcoming, clean, accessible, and shared environment. Community members are expected to:

- Care for the building, equipment, artwork, and resources.
- Clean up after themselves.
- Follow staff directions regarding safety and accessibility.
- Use shared spaces responsibly so everyone can enjoy them.
- The Centre is dedicated to providing a safe, welcoming, and accessible environment for staff, volunteers, participants, and visitors. Persons present in the Centre without a purpose, appointment, or authorized participation in Centre-sanctioned programs are discouraged. Persons may be asked to leave if they are not upholding Centre values, visibly impaired due to alcohol, cannabis or illegal substances, or creating an unsafe environment for other space users.

Practice Active Bystander Responsibility

We all play a role in creating safer spaces. If you witness behaviour that may cause harm, we encourage you to:

- Check in with the person affected when it is safe to do so.
- Seek support from staff or volunteers.
- Help de-escalate situations without putting yourself or others at risk.
- Report concerns rather than ignoring them. Contact Staff at connect@blackandherecentre.ca



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Practice Consent Culture

Consent is essential in all interactions. Always ask :

- Before initiating physical contact.
- Before making decisions that affect the group.
- Including others in artistic or community projects where participation is optional.
- Which pronouns someone would like you to use (she, he, they, etc).
- Before taking photographs or recording others.
- Before sharing someone's personal story or image.

A person's "no," hesitation, or change of mind must always be respected. Pause to ask yourself if the person is giving you an “enthusiastic yes”? Pause and ask where power lies in your interactions with others.

Maintain an Anti-Harassment Environment

Harassment of any kind is not tolerated. This includes, but is not limited to:

- Racism and anti-Black racism
- Sexism
- Homophobia
- Transphobia
- Ableism
- Ageism
- Religious discrimination
- Xenophobia
- Bullying
- Sexual harassment
- Intimidation
- Stalking
- Threats or acts of violence
- Hate speech or hateful symbols

We maintain a zero-tolerance approach toward hate, discrimination, and harassment.



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Accessibility and Inclusion

We strive to reduce barriers to participation wherever possible including physical, neurodiversity spectrum, financial, mental health spectrum, language, visible and invisible accessibility needs and accommodations.

Community members are encouraged to:

- Respect accessibility accommodations.
- Use inclusive language.
- Be patient with different communication styles and lived experiences.
- Recognize that everyone brings unique identities, histories, and perspectives.

Smoking, Cannabis, Alcohol and Illegal Substance Use

Cannabis, Tobacco or Vaping: The use of cannabis or tobacco in any form is strictly prohibited. No smoking or vaping of any substance on premises is allowed.

Alcohol: The use of alcohol is only permitted during special events that include a Special Event Permit, otherwise it is strictly prohibited.

Illegal Substances: The use of illegal substances is strictly prohibited; beyond the legal impact, we want people at various points on the recovery spectrum to feel safe in our spaces. The space is intended for multi-generational use and to be a family-friendly environment where minors may be present.

Weapons

Any and all weapons are strictly prohibited anywhere on the premises.



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Children and Youth

Accessing Programs and Using the Space

At least one staff, volunteer or facilitator with a current Vulnerable Sectors Police Information (VSPI) check will be present in the Centre for any workshops or events involving unaccompanied minors ages 18 and under.

Youth may be required to have a parent or guardian to access some programs. The main goal of the Centre is to support users of all ages in a safe and respectful way.

Children under the age of 12 should be accompanied by an elder sibling at least 16 years of age or older, or a parent or guardian when using the space outside of programming times.

Learning and Accountability

This Centre values both learning and unlearning. We recognize that people make mistakes. When harm occurs, we encourage accountability, reflection, respectful dialogue, and repair whenever appropriate.

However, repeated, deliberate, or serious violations of this Code may result in:

- A conversation with Centre staff
- A verbal or written warning
- Removal from a program or event
- Temporary suspension of participation
- Permanent removal from the Centre or future programming when necessary to protect community safety

Where appropriate, restorative approaches may be used alongside accountability measures.



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Reporting Concerns

If you experience or witness behaviour that conflicts with this Code of Conduct, please speak with a staff member, volunteer, facilitator, or designated Centre representative.

Main contact:

Kemi Craig, Engagement Leader: connect@blackandherecentre.ca

Additional contacts:

Fiona Bramble, CEO REP Here in Canada: fiona@heremagazine.ca

Jamila Douhaibi, BC Black History Awareness Society: executivedirector@bcblackhistory.ca

Reports will be treated respectfully and confidentially to the extent possible. The Centre is committed to responding fairly, promptly, and with care for everyone involved.

Our Collective Commitment

The Black & Here Community Centre belongs to all of us.

Together, we create a space where Black communities, newcomers, immigrants, refugees, Indigenous Peoples, and all equity-deserving communities can gather, learn, celebrate, create, and thrive.

By entering this space, you agree to contribute to a culture of respect, curiosity, accountability, compassion, and belonging.