



Te Rōpū Kaitito Puoro o Aotearoa
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CANZ SAFER SPACES POLICY

A safer space is a supportive, non-threatening environment that encourages open-mindedness, respect, a willingness to learn from others, as well as physical, mental and emotional safety. It is a space that is critical of the power structures that affect our everyday lives. Everybody who enters a safer space has a responsibility to uphold the values of the space.

Our Safer Spaces Policy is in place to create an open and welcoming environment within our membership so that all our members feel able to participate, regardless of colour, gender, gender identity/expression, sexual orientation, ability, physical appearance, size, or religion. We refer to our 'Safer Spaces Policy' as a concept, not a physical document. It sets out our collective commitment to the principles of liberation, equality, diversity, and inclusion.

We recognise that systematic oppression excludes certain groups whilst providing others with unequal power. We are aware that certain social structures may serve to disadvantage particular groups (including people of colour, marginalised gender identities, the LGBTQIA+ community, and disabled people) and this policy aims to redress that imbalance by actively challenging oppressive and discriminatory behaviour.

Please be aware at all times of power. Abusive situations are often created when people are unaware of the power they have in a relationship or situation. Don't assume everyone feels as comfortable as you do, or is completely able to inform you if you are saying and doing hurtful things. As members of this association, we ask that you take responsibility for your behaviour and understand the ways in which it can affect others. We value freedom of expression; not at the cost of alienating or harming others.

CANZ's Safer Spaces Policy is designed to protect oppressed groups and enable everyone's full participation. We are committed to operating as a space which is inclusive and supportive in which no forms of discrimination or harassment are tolerated.