



St. Michael's Printshop Code of Conduct

Intro Statement Update:

This document came as a step towards goals to diversify, which SMP has long held but not yet delivered on, through discussions had by the Anti-Oppression Committee in 2020-2021. This committee was dedicated to dismantling white supremacy and other forms of oppression such as, but not limited to: racism, homophobia, xenophobia, ableism, settler colonialism, capitalism, heterosexism, genderism, sexism, ageism, islamophobia. We are held to the guidelines outlined in this document by both our community and our funders. We will address white supremacy while working to create a space that encourages meaningful inclusion and centers the experience and knowledge of those impacted by oppression. We acknowledge that this requires research and action on our part and enthusiastic cooperation of staff, board, and members.

Land Acknowledgment:

SMP recognizes that it resides and conducts activities on Ktaqmkuk and interacts within the unceded territories and land of the Beothuk, Mi'kmaq, Innu and Inuit of this province. SMP commits to uplift the voices and follow the lead of Indigenous communities working towards decolonization and to do important anti-racist work in the shop and in our community. SMP commits to confronting settler colonialism in an effort to decolonize its space and structure while prioritizing the safety of Indigenous people/artists.

Accountability:

In an effort to make sure that SMP is a safer space for everyone, we have developed a set of guidelines. While in the shop or engaging with SMP, we ask everyone to read and sign this document and carefully and mindfully put these goals into action. We hold staff, board, volunteers, members, as well as the artists and community members we work with, accountable to these goals in the ways they conduct themselves in our space.



St. Michael's Printshop Code of Conduct Guidelines:

1. We strive to create a safe space for all individuals that is free from discrimination, oppression, harassment, violence or abuse
2. We strive to support and uplift the voices and experiences of oppressed groups within our community
3. We hold staff, board, volunteers, and members accountable for appropriate and respectful behaviour while representing SMP when not in our space
4. While in our space, artists/staff/board/members/volunteers/guests are to be treated/will treat each other with respect
5. SMP will not tolerate slander or discrimination of any kind of our space
6. SMP will not tolerate discrimination and/or cultural appropriation by artists/members or in artwork produced at or affiliated with SMP
7. SMP will not tolerate any kind of physical or verbal harassment in our space
8. SMP will not tolerate any kind of behaviour that is intimidating, threatening, or abusive in our space
9. SMP ensures that reported harassment will be dealt with in a timely, confidential and effective manner
10. SMP takes accountability for previous practices rooted in colonialism and systemic racism and oppression within our space and community
11. SMP will support, and work with, all individuals who have experienced forms of oppression or mistreatment within our space, to respond to and address the mistreatment with the individual(s) in question on a case-by-case basis

Name: _____ Signature: _____ Date: _____



Implementation:

Individuals are encouraged to reach out to SMP Staff, Board members, or the HR committee to discuss and address instances of discrimination or harassment within the studio. Please see Appendix A: Contacts for contact information. Individuals can reach out to whoever they feel most comfortable speaking to and all conversations will be anonymous. The individual and SMP representative will decide on a collective course of action and can/will involve other members on the contact list if necessary. Additionally, if there is a conflict of interest, that SMP representative will not be included in any discussions to prioritize the safety of the individuals reaching out.

SMP will engage in a dialogue with the individual/group to work towards a resolution and will address each situation on a case-by-case basis. It is our goal to resolve any conflict through conversation and education. SMP reserves the right to deny access to anyone from our space as a last resort if all other options have been exhausted to ensure the safety of our community.

A Work in Progress:

SMP recognizes that this work is ongoing and therefore this is a working document. As we grow, change and mobilize to transform, we hope to become a safer space for everyone. This document has come out of a collective conversation and will grow through continued collective conversations and consultations.

SMP board and staff commit to revisiting and reviewing this document on an annual basis. If any community member/s (board, staff, volunteers, members, and broader community) wishes for SMP to update this document please let us know (via emails in Appendix A: Contacts). Proposed changes will get submitted to the Board, who will review suggestions and determine how best to proceed. Proposed changes to the Code of Conduct Policy may be discussed with the proposing community member[s] and will be brought to the attention of the SMP Board and staff. At their discretion the Board may then bring the changes to the next AGM (or SGM) for discussion and approval by the community at large.

Changes to Appendix A: Contacts, and Appendix B: Glossary, Intro Statement, Land Acknowledgment, Accountability, Implementation and Work In Progress do not need to be ratified at an AGM. Any and all changes will be communicated to the membership.



SMP last updated this document on:
Date: June 2024

Appendix A: Contacts

Staff contact: Christeen Francis (stmichaelsprintshop@gmail.com)

Board contact: Andrew Testa (chairstmichaelsprintshop@gmail.com)

Member contact: Rachel Gilbert (rachelsgilbert96@gmail.com)

Appendix B: Glossary

The following terms have come from various sources. Each definition has a corresponding indication to share where it was sourced from and all citations are provided in the works cited below. We understand that there are terms that exist beyond what we have listed here, please visit the links in the bibliography for a broader list of definitions. If anyone wishes to discuss any of the terms within this document please don't hesitate to reach out.

Ableism

Ableism can be defined as the discrimination perpetuated against people with disabilities. It is based on beliefs and practices that assign inferior value to people who have developmental, emotional, physical, or psychiatric disabilities. Like all other systems of disadvantage and advantage, Ableism intersects with class, race, gender, sexuality, and many other identity markers to weave a complex web of access to resources, dignity, and respect.

(Nat Tremblay, Artful Volume 3)

Accessibility

Accessibility refers to the "ability to access" and benefit from systems or resources. In more specific terms it refers to the design of products, devices, services, or environments for people with disabilities and special needs.

(Nat Tremblay, Artful Volume 2)

Ageism

Ageism is another form of Ableism, describing the discrimination against people based on their age, whether young or old.

(Nat Tremblay, Artful Volume 3)



Anti-Oppression

Anti-oppression are strategies, theories and actions that challenge social and historical inequalities and injustices that are systemic to our systems and institutions by policies and practices that allow certain groups to dominate over other groups. It acknowledges the intersections of identity and diversity including race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex (including pregnancy), sexual orientation, gender identity, gender expression, age, record of offenses, marital status, family status and disability and aims to promote equity between the various identities.

(Equity, Diversity, & Inclusion Glossary of Terms/CACP)

Anti-Racism

Anti-racism is the active process of recognizing the existence of racism, including systemic racism, and actively seeking to identify, remove, prevent and mitigate the racially inequitable outcomes and power imbalances between groups and the structures that sustain these inequities.

Anti-racism includes beliefs, actions, movements, and policies adopted or developed to oppose racism. In general, anti-racism is intended to promote an equitable society in which people do not face discrimination on the basis of their actual or perceived race, however defined. In order to practice anti-racism one must also deconstruct how racism works in society.

(Equity, Diversity, & Inclusion Glossary of Terms/CACP)

Assimilation

This is a process of changing your culture, language and ideology to resemble those of another group. For example immigrants often change characteristics about themselves so that they can fit in with the rest of society. This is not often done by choice, but because immigrants do not want to face xenophobia which is the hatred or fear of foreigners by citizens of the country. Persons that are successful at assimilating often receive rewards in society such as inclusion or citizenship.

(Nat Tremblay, Artful Volume 1)

Capitalism

Capitalism is an economic system based on the private ownership of the means of production and their operation for profit. Central characteristics of capitalism include capital accumulation, competitive markets, a price system, private property and the recognition of property rights, voluntary exchange and wage labor.

(Wikipedia)

Cisgendered

Someone who identifies as the sex/gender they were assigned at birth. For example, your birth certificate says female, you identify as female, you've been socialized as a female and are read as female in social settings.



(Nat Tremblay, Artful Volume 2)

Colonialism

Colonialism is a practice of domination, which involves the subjugation of one people to another. Settler colonialism — such as in the case of Canada — is the unique process where the colonizing population does not leave the territory, asserts ongoing sovereignty to the land, actively seeks to assimilate the Indigenous populations and extinguish their cultures, traditions and ties to the land.

(Equity, Diversity, & Inclusion Glossary of Terms/CACP)

Community Accountability

Community Accountability is a term feminists of color have created to describe ways of holding folks who have caused harm accountable for what they've done, and creating healing, safety and justice for those who have been harmed by them, without mostly relying on prisons, police, courts, Children's Aid, etc. They started doing this work when they realized that for many people, the police and criminal legal system actually make them less safe.

(Nat Tremblay, Artful Volume 3)

Culture

Culture is the customs, beliefs, behaviours and/or achievements of a particular time and/or people; behaviour within a particular group.

(Equity, Diversity, & Inclusion Glossary of Terms/CACP)

Cultural Appropriation

This occurs when people of another culture adopt various aspects of a person's culture – often without understanding, acknowledgement or respect for its value in the original culture. The dominant culture will assume their right to take the non-dominant cultures' elements. Persons of the dominant group in society tend to do this to oppressed groups, appropriating music, dance, religions, symbols, objects, ways of speaking. These elements are then used by the dominant group out of the original context. For example this is often seen around Halloween in North America where people who are not native, dress in traditional native wear. Another example occurs where Indigenous art is duplicated and sold by large companies rather than the artists themselves.

(Equity, Diversity, & Inclusion Glossary of Terms/CACP)

Cultural Competency

This is the ability to interact well with persons from different cultures and even socio-economic backgrounds. To do this effectively, one needs to be aware of their own cultural worldview, which comes with its specific ideologies, and be aware of different cultural practices and cultural differences.



(Nat Tremblay, Artful Volume 1)

Decolonization #landback

Decolonization is the process of deconstructing colonial ideologies of the superiority and privilege of Western thought and approaches. On the one hand, decolonization involves dismantling structures that perpetuate the status quo and addressing unbalanced power dynamics. On the other hand, decolonization involves valuing and revitalizing Indigenous knowledge and approaches and weeding out settler biases or assumptions that have impacted Indigenous ways of being. For non-Indigenous people, (*part of*) decolonization is the process of examining your beliefs about Indigenous Peoples and culture by learning about yourself in relationship to the communities where you live and the people with whom you interact.

Decolonization is an ongoing process that requires all of us to be collectively involved and responsible. Decolonizing our institutions means we create spaces that are inclusive, respectful, and honour Indigenous Peoples.

(Ian Cull, Robert L. A. Hancock, Stephanie McKeown, Michelle Pidgeon, Andrienne Vedan, Pulling Together)

Disability

“Disability” describes a state of physical, cognitive, mental, sensory, emotional, and/or developmental health that does not conform to mainstream society’s norms around physical and mental ability. A natural or acquired characteristic that may prevent someone from fully taking part in educational, social, economic, political, religious or formal activities of a group due to societal barriers. Accommodation may be required to enable full participation. Often disability is seen as a fault, an individual health problem, or something wrong with an individual or group of individuals. Mainstream society does not generally think of people with disabilities as being like any other cultural group, with histories, movements, artwork, and stories to tell. An important aspect of thinking through disability and ability is to remember that for disabled people/people living with disabilities, the biggest problem is not the ways in which their bodies/minds function, but the fact that the world is set up for able bodied people.

(Nat Tremblay, Artful Volume 3)

Discrimination

Discrimination is an action or behaviour usually based on prejudiced attitudes. Discrimination occurs when prejudiced thoughts and beliefs are put into actions that limit the freedoms and activities of others. It usually takes the form of differential treatment of one individual by another or the exclusion or restriction of one group by another. It can be overt or covert, conscious or unconscious, and usually excludes based on the physical differences between people.

(Equity, Diversity, & Inclusion Glossary of Terms/CACP)

Equity



Equity refers to fair treatment of everyone that addresses specific needs, barriers and accommodations to ensure all have equal opportunity to participate in all aspects of society and its benefits. Equality, in which individual needs and differences are ignored, is not sufficient. Equity work analyses and challenges unfair systems and practices and works towards the creation of equal outcomes.

(Equity, Diversity, & Inclusion Glossary of Terms/CACP)

Genderism

Genderism is the cultural belief that gender is a binary, that there should only be two genders, man and woman, and that gender is inherently linked to one's sex assigned at birth. Genderism privileges people who are Cisgendered and reinforces negative attitudes and discrimination towards people who display expressions of gender variance or 'nonconformity' or whose gender identity is incongruent with their birth sex. Genderism operates in partnership with Sexism and uses similar manners of oppression to silence the specific experiences and expression of Trans and Gender Diverse individuals. This also perpetuates sexism by forcing rigid gender roles, sexist stereotypes and hyper-masculinity/femininity.

(Nat Tremblay, Artful Volume 2)

Harassment

Harassment is a form of discrimination. It involves any unwanted physical or verbal behaviour that offends or humiliates you, whether subtle or overt. Generally, harassment is a behaviour that persists over time. Serious one-time incidents can also sometimes be considered harassment.

(Equity, Diversity, & Inclusion Glossary of Terms/CACP)

Heterosexism

Heterosexism is defined as the assumption that heterosexuality is superior and preferable, and is the only right, normal or moral expression of sexuality. This definition is often used when looking at discrimination against gay, lesbian or bisexual people that is less overt, and which may be unintentional and unrecognized by the person or organization responsible.

(Equity, Diversity, & Inclusion Glossary of Terms/CACP)

Homophobia

Encompasses a range of negative attitudes and feelings toward homosexuality or people who are identified or perceived as being lesbian, gay, bisexual or transgender (LGBTQ2S). It has been defined as contempt, prejudice, aversion, hatred or antipathy. Homophobia is observable in critical and hostile behavior such as discrimination and violence.

(CRRF Glossary of Terms)

Islamophobia



Fear, hatred, or prejudice against the Islamic religion or Muslims.

Oppression

Oppression is the use of power to marginalize, silence or otherwise subordinate one social group, often in order to further privilege the oppressing and/or dominant person or group. It is Prejudice + Power.

(Nat Tremblay, Artful Volume 1)

Patriarchy

Patriarchy refers to a social system in which males are the primary authority figures at the center of social organization, political leadership, morality, control of property and where fathers hold authority over women and children. The female equivalent is called Matriarchy. Both have existed around the world at different times through history, though patriarchy has become the dominant global power model through colonization. Other models also exist in which gendered roles and power attributed are more fairly balanced.

(Nat Tremblay, Artful Volume 2)

Racism

Racism is a set of beliefs, which assert the natural superiority of one racial group over another, at the individual but also the institutional level. In one sense, racism refers to the belief that biology rather than culture is the primary determinant of group attitudes and actions. Racism goes beyond ideology; it involves discriminatory practices that protect and maintain the position of certain groups and sustain the inferior position of others.

(Paraphrase between Equity, Diversity, & Inclusion Glossary of Terms/CACP/Nat Tremblay, Artful Volume 1)

Systemic Racism

Systemic racism is also known as 'Institutional Racism'; refers to organizational culture, policies, directives, practices or procedures that exclude, displace or marginalize some racialized groups or create unfair barriers for them to access valuable benefits and opportunities. This is often the result of institutional biases in organizational culture, policies, directives, practices, and procedures that may appear neutral but have the effect of privileging some groups and disadvantaging others.

(Equity, Diversity, & Inclusion Glossary of Terms/CACP)

Settler

Settlers are those who are not native to a country or area but migrated and established residence. Often settlers colonize the area they inhabit, imposing their own ideology and displacing the original inhabitants of the land. This is the history of the natives of North America, they were colonized by the Europeans and displaced from the land.

(Nat Tremblay, Artful Volume 2)

**Sexism**

Sexism or sexist discrimination is prejudice or discrimination based on a person's biological sex. Sexist attitudes may stem from assumptions, and stereotypes of gender roles (specific gender roles ascribed to specific sexes), as well as a belief that one sex is superior to others. In the context of North America, sexism privileges men, masculinity, and the male sex as superior to other sexes.

(Nat Tremblay, Artful Volume 2)

Solidarity

This is when people with privilege, or those who are part of a dominant group in society show empathy with and support and create allyship with people in society who face oppression. Solidarity can also be between oppressed groups who realize the connected nature of oppression. For example, the Black Lives Matter Movement showing solidarity for the Free Gaza Movement.

(Nat Tremblay, Artful Volume 1)

Xenophobia

Fear, hatred, or prejudice against someone who you perceive as different or foreign to you.



Bibliography

“Capitalism.” *Wikipedia*, <https://en.wikipedia.org/wiki/Capitalism>

“CRRF Glossary of Terms.” *Canadian Race Relations Foundation/Fondation canadienne des relations raciales*, <https://www.crrf-fcrr.ca/en/resources/glossary-a-terms-en-gb-1>

Cull Ian, Robert L.A. Hancock, Stephanie McKeown, Michelle Pidgeon, and Adrienne Vedan. “Decolonization and Indigenization.” *Pulling Together: A guide for front-line staff, student services, and advisors*, BC Campus Open Textbooks. 09/05/2018. <https://opentextbc.ca/indigenizationfrontlineworkers/chapter/decolonization-and-indigenization/>

“Equity, Diversity, & Inclusion Glossary of Terms.” *Canadian Association of Chiefs of Police*. https://www.cacp.ca/equity-diversity-inclusion.html?asst_id=2254

Tremblay, Nat. “Artful Anti-Oppression: A Toolkit For Critical and Creative Change Makers, Volumes 1.” *SCRIBD*, https://www.scribd.com/document/436415751/artful-anti-oppression-1-roots?secret_password=wsOhCJhA4KNxa88VDuyg

---. “Artful Anti-Oppression: A Toolkit For Critical and Creative Change Makers, Volumes 2.” *SCRIBD*. *no link currently available.

---. “Artful Anti-Oppression: A Toolkit For Critical and Creative Change Makers, Volumes 3.” *SCRIBD*, https://www.scribd.com/document/436415569/artful-anti-oppression-3-systems?secret_password=DkYY9XA63pmkLoHls7Ib