



## Community Standard

### **We expect our community to demonstrate respect for people and shared spaces.**

The AIA Seattle and Seattle Design Festival community believe that it is imperative for all members, volunteers, partners, sponsors, and staff to exemplify and uphold our community value – to foster an equitable, safe, and welcoming environment for people of all identities, abilities, and backgrounds.

AIA Seattle and Seattle Design Festival envision a culture of design that fosters equitable, resilient, and thriving communities. To achieve this shared vision, it is critical that we cultivate and sustain an inclusive environment rooted in trust, mutual respect, and accountability.

The Community Standard provides an opportunity to grow. Nobody is perfect, and this work is an ongoing process.

It is the expectation that all AIA Seattle and Seattle Design Festival contributors agree to uphold and integrate these standards in all AIA Seattle and/or Seattle Design Festival related activities and shared spaces (committees, site visits, programs, discussions, community events, etc.). We are grateful to everyone for helping further our mission, values, and goals!

### **We expect our community to embody our mission, vision and values, demonstrating respect for people and shared spaces by:**

- Promoting a culture of collaboration that engages diverse perspectives, expertise, and disciplines
- Encouraging multidisciplinary and inclusive problem-solving when representing our community
- Participating in respectful conversations, acknowledging roles, positioning, and power in any given space
- Actively working to identify, name, and dismantle systemic discrimination

### **We do not tolerate harassment and other unwelcomed behavior.**

In alignment with AIA National's Code of Ethics, harassment includes any unwelcome conduct in a single incident or in multiple incidents, or in a pattern that creates an intimidating, disrespectful, offensive, or hostile environment. *Learn more about AIA National's Code of Ethics and how to file a complaint [here](#).*

## **Harassment may include, but is not limited to:**

- Offensive jokes, objects or pictures
- Jokes, or slurs that target specific identities
- Slurs, epithets or name calling
- Unwelcome physical contact
- Threats/intimidation
- Ridicule or mockery
- Insults or put-downs
- Stereotyping

## **Other unwelcomed behavior:**

- Disrupting or disrespecting speakers, panelists, staff, volunteers, community partners in physical or virtual event spaces
- Making excessive demands of or de-valuing staff, member, and volunteer time
- Talking over others
- Saying and/or doing things that are counter to the mission, vision, and values of the organization
- Damaging the reputation of the organization

## **Requirement to uphold the Community Standard:**

The most powerful way to uphold the Community Standard is to speak up in the moment. If you are in a space where harassing or unwelcome conduct is happening, we invite you to remind everyone of the Community Standard.

## **Additionally, there are multiple paths to raise concerns:**

- Send confidential email to a [Staff member](#) (it may be appropriate to first connect with the staff member responsible for the given program, event, committee, etc.)
- Send confidential email to Committee Co-chair/Volunteer Lead/Board President
- Use this [confidential form](#) to share your experience with staff

## **After a concern has been raised, some possible next steps may include:**

- One on one outreach to all parties involved
- A request to leave shared spaces or disengage from involvement in AIA Seattle or Seattle Design Festival activities
- Limited access or removal from communication channels

*As a reminder, AIA members must adhere to a Code of Ethics. Learn more about AIA National's Code of Ethics and how to file a complaint [here](#).*