

Pre-conference workshop Code of conduct

Expected Behavior

All participants in attendance are to:

- Treat other participants with respect and consideration.
- Be considerate, collegial, and collaborative.
- Communicate openly, with civil attitudes, critiquing ideas rather than individuals.
- Frame discussions as openly and inclusively as possible and be aware of how language or images may be perceived by others.
- Avoid personal attacks and harassment directed toward other participants in attendance.

Other guidelines to adopt for conduct at the workshop:

- Ouches and Oops – if you feel offended, it's okay to express it.
- Think before you speak – Take a minute.
- When using acronyms – explain what they are and remind us.
- No shame in asking people to explain something.
- We are going to peer mentor and educate each other. It's okay to correct each other with newer terminology.
- Make sure everyone at the table speaks once before someone speaks twice. Hear all voices.
- Create a safe space for open non-judgmental dialogue, guided by good intentions.
- We welcome feedback. And if we offend someone it is not our intention. We want to learn more sensitive and correct ways of talking about diversity and more accurate terminology.
- Be cognizant of hidden disabilities.

Unacceptable Behavior

It is important that no participant should ever feel belittled or made to feel unsafe. The following behavior will not be tolerated:

- Harassment, intimidation, or discrimination in any form.
- Physical, written, electronic, or verbal abuse of any participant.

Examples of unacceptable behavior include, but are not limited to, derisive comments related to gender, sexual orientation, age, medical condition, pregnancy, disability, physical appearance, body size, race, religion, national origin, citizenship, gender identity and expression, marital status, or veteran/military status; inappropriate use of nudity and/or sexual images in public spaces or in presentations; threatening or stalking any attendee, speaker, volunteer, exhibitor, staff member, service provider or other meeting guest; inappropriate or unwelcome touch; telling sexually explicit or culturally offensive jokes; irresponsible use of alcohol or other controlled substances.

Consequences of Unacceptable Behavior

- Anyone requested to stop unacceptable behavior is expected to immediately cease and desist.
- Anyone experiencing or witnessing unacceptable behavior should report unacceptable behavior to workshop organizers.

Created for pre-conference workshop on Broadening Participation in Visualization in Science
and Education: Diversity, Equity and Inclusion

The code of conduct was adapted from multiple sources that include (this is NOT an exhaustive list): Code of conduct from the April 10-12, 2019 InTeGrate Workshop on Diversity, Equity, and Inclusion in the Earth and Environmental Sciences; several online resources that included Guide to writing a code of conduct, Our Code of Conduct And Why It's Important For Diversity And Inclusion and published literature by Schmidt, Macwilliams, & Neal-Boylan. (2017). Becoming Inclusive: A Code of Conduct for Inclusion and Diversity. Journal of Professional Nursing, 33(2), 102-107.