



SGF Human Rights Statement

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Land Acknowledgement:

Simply Good Form Consultancy is based in K'jipuktuk (Halifax) in Mi'kma'ki (Nova Scotia), the traditional and unceded territory of the M'ikmaq people. Settlers and the M'ikmaq have lived in this territory under the provisions of the Peace and Friendship Treaties since 1760 and 1772. We are all treaty people in Mi'kma'ki.

Simply Good Form Inc. is committed to working closely with our indigenous community and is building ongoing alliance with Wabanki Two Spirit Alliance to support inclusion, representation and human rights policy building that supports the two-spirit community along with trans and queer individuals.

Mission Statement:

Simply Good Form Inc. is committed to elevating private and public sector businesses in forming inclusive cultures and practices for serving trans, non-binary and LGBTQ+ clientele and employees; and elevating the voices, visibility and representation of transgender people in all levels of business, employment and community engagement.

Every individual deserves the opportunity to thrive, be accepted and feel safe within inclusive, culturally competent, working environments.

French:

Hors de la diversité binaire, équité et d'éducation inclusive et de certification sur l'équité et l'inclusion, des audits et des ressources.

Les éducateurs en inclusion socialement à Simply Good Form utiliser leur expériences vécues offre des programmes pour soutenir la secteur privé et public avec la communication compétences inclusive a pro pos du l'identité, expression de genre et la sexualité.

Focus:

Our unique market position is socially-focused with intention to counter cis-normative and heteronormative systems embedded with bias and stigma. The benefits are simple but profound: greater accessibility to a diverse workforce; a company culture welcoming of transgender and non-binary people both as employees, leaders and clients; a

classroom where every student has equitable opportunity to thrive through representation and visibility.

Workplace diversity:

The team at Simply Good Form have professional and lived-experience. Our approach is people-centric, personal and engaging. All of our programming is co-created with diverse voices, perspectives and experiences from SGF's Inclusion Team.

Simply Good Form celebrates diversity of voice, experiences, race, ability, age, religion, nationality, geography, social background and more, are essential and we pride ourselves on delivering an intersectional approach through our programming.

Our goal is to build a vibrant and reflexive workplace which allows for a thriving workforce where everybody is treated equally and respected for their contribution. Realizing the full potential of these capabilities will enhance our performance through helping us shape and inspire our clients inclusion transformation and meet stakeholder expectations with ingenuity, innovation and creativity.

Inclusion is about creating a work environment where everyone has equitable opportunity to fully participate in creating business success and all are valued and respected for their distinctive skills, experiences and perspectives.

Anti-harassment Guidelines & Policies:

The heart of Simply Good Form Inc. is people. We put people first and recognize, appreciate and respect the diversity of our team. We welcome contributions from everyone who shares our goals and wants to contribute in a healthy and constructive manner within our community. As such, we have adopted this code of conduct and require all those who participate to agree and adhere to these Community Participation Guidelines in order to help us create a safe and positive community experience for all.

These guidelines aim to support a community where all people should feel safe to participate, introduce new ideas and inspire others, regardless of:

Background

- Family status
- Gender
- Gender identity or expression
- Marital status
- Sex
- Sexual orientation
- Native language

- Age
- Ability
- Race and/or ethnicity
- Caste
- National origin
- Socioeconomic status
- Religion
- Geographic location
- Any other dimension of diversity

Openness, collaboration and participation are core aspects of our work — we are all living a human experience. We gain strength from diversity and actively seek participation from those who enhance it.

SGF Commitment to Excellence:

- eliminating discriminatory behaviour at every step of work life;
- providing space for all contractors to have a reflexive working schedule, aligned to support individual mental health needs due to systemic oppression, harassment, discrimination and marginalization;
- giving the right to all contractors or service providers to a workplace free from harassment;
- creating a supportive and understanding workplace environment in which all individuals feel welcome, respected and heard, and where they can realize their full potential regardless of their race, colour, sex, age, religion, ethnic or national origin, and disability
- adapting internal processes and procedures to support diversity and inclusion

Workshop Facilitation is conducted in pairs for both in-person and virtual workshops.

We acknowledge we are all on a journey around inclusion and beyond binary practice and are at different places along this journey.

We acknowledge it is important to meet people where they are at and we will do our best to presume people have the best intention when interacting, asking questions and sharing information.

We acknowledge it is important to call in, reflect and remember to always educate without shame.

Expected Behaviour

The following behaviours are expected of our team:

Be Respectful

Assume best intentions first. Value each other's ideas, styles and viewpoints. We may not always agree, but disagreement is no excuse for poor manners. Be open to different possibilities and to being wrong. Be respectful in all interactions and communications, especially when debating the merits of different options. Be aware of your impact and how intense interactions may be affecting people. Be direct, constructive and positive. Take responsibility for your impact and your mistakes – if someone says they have been harmed through your words or actions, listen carefully, apologize sincerely, and correct the behaviour going forward.

Be Direct but Professional

We are likely to have some discussions about if and when criticism is respectful and when it's not. We *must* be able to speak directly when we disagree and when we think we need to improve. Doing so respectfully is hard, doing so when others don't seem to be listening is harder, and hearing such comments when one is the recipient can be even harder still. We need to be honest and direct, as well as respectful.

Be Inclusive

Seek diverse perspectives. Diversity of views and of people on teams powers innovation, even if it is not always comfortable. Encourage all voices. Help new perspectives be heard and listen actively. If you find yourself dominating a discussion, it is especially important to step back and encourage other voices to join in. Be aware of how much time is taken up by dominant members of the group. Provide alternative ways to contribute or participate when possible.

Be inclusive of everyone in an interaction, respecting and facilitating people's participation whether they are:

- Remote (on video or phone)
- Not native language speakers
- Coming from a different culture
- Using pronouns other than "he" or "she"
- Living in a different time zone
- Facing other challenges to participate

Think about how you might facilitate alternative ways to contribute or participate. If you find yourself dominating a discussion, step back. Make way for other voices and listen actively to them.

Understand Different Perspectives

Our goal should not be to “win” every disagreement or argument. A more productive goal is to be open to ideas that make our own ideas better. Strive to be an example for inclusive thinking. “Winning” is when different perspectives make our work richer and stronger.

Behaviour That Will Not Be Tolerated

The following behaviours are considered to be unacceptable under these guidelines.

Violence and Threats of Violence

Violence and threats of violence are not acceptable - online or offline. This includes incitement of violence toward any individual, including encouraging a person to commit self-harm.

Personal Attacks

Conflicts will inevitably arise, but frustration should never turn into a personal attack. It is not okay to insult, demean or belittle others. Attacking someone for their opinions, beliefs and ideas is not acceptable. It is important to speak directly when we disagree and when we think we need to improve, but such discussions must be conducted respectfully and professionally, remaining focused on the issue at hand.

Derogatory Language

Hurtful or harmful language related to:

- Background
- Family status
- Gender
- Gender identity or expression
- Marital status
- Sex
- Sexual orientation
- Religion
- Geographic location
- Other attributes
- Native language
- Age
- Ability
- Race and/or ethnicity
- Caste
- National origin
- Socioeconomic status

is not acceptable. This includes deliberately referring to someone by a gender that they do not identify with, and/or questioning the legitimacy of an individual’s gender identity. If you’re unsure if a word is derogatory, don’t use it. This also includes repeated subtle and/or indirect discrimination; when asked to stop, stop the behaviour in question.

Washrooms:

Washrooms at Simply Good Form are 'Everyone Washrooms'.

Contact

Questions about our policies are welcome to connect@simplygoodform.com