

We ask all participants to arrive prepared to engage with and uphold our community norms:

## Community Norms for LCN learning spaces

### Anti-Oppression Statement

Leading Change Network (LCN) is committed to building a world rooted in justice, equity, and collective liberation. We believe that the work of social change must actively challenge and dismantle all systems of oppression, all forms of discrimination, and structural state and interpersonal violence.

As an organization dedicated to empowering change leaders to win change, we recognize that oppression operates not only in the broader society but also within movements themselves. We are committed to creating spaces for learning, training, connection, and organizing that center the leadership of those most impacted by injustice. This means valuing lived experience, honoring diverse ways of knowing, resisting practices that reproduce harm or exclusion, and holding those who perpetuate harm accountable while enabling growth, introspection, and reconciliation.

Our work is grounded in principles of equity and collective care. We strive to:

- **Confront Power and Privilege:** Acknowledge and challenge how power and privilege show up in our work, trainings, relationships, and organizational structures.
- **Practice Accountability:** Take responsibility when harm occurs, listen deeply, and engage in processes of repair and transformation.
- **Commit to Growth:** Recognize that anti-oppression is an ongoing practice that requires reflection, education, and action at every level of our work—without placing this burden on those who have been harmed.

We know that liberation is a collective act. We expect all who join us—staff, trainers, organizers, volunteers, participants, and community partners—to co-create spaces where dignity, solidarity, and justice are enacted and woven into how we work together and show up for each other.

## Membership Code of Conduct

We ask all community members to agree to uphold the following values:

1. **Respect:** Treat all community members with dignity, valuing diverse perspectives and fostering a culture of inclusivity.
2. **Collaboration:** Embrace a spirit of cooperation, actively engaging with others, and promoting the exchange of knowledge and experiences.
3. **Integrity:** Conduct yourself with honesty, transparency, and ethical behavior in all interactions within the community.
4. **Empowerment:** Support and empower individuals and communities, recognizing the transformative potential of narratives and community organizing.
5. **Social Justice:** Advocate for equity, fairness, and justice, challenging systems of oppression and working towards full human rights and positive societal change.

We ask all members to agree to the following regarding member conduct:

- **Respectful and Nondiscriminatory Behavior:** Interact with fellow members in a respectful and professional manner, fostering a safe and welcoming environment free from discrimination on the basis of race, color, religion, gender, sexual orientation, national origin, or any other protected status, harassment, hate speech, or any form of harmful conduct.
- **Constructive Engagement:** Engage in meaningful discussions, sharing insights, experiences, and knowledge while considering diverse perspectives.
- **Confidentiality:** Respect the confidentiality of any sensitive information shared within the community and refrain from disclosing it without proper authorization.
- **Responsible Platform Usage:** Use the LCN platform responsibly, refraining from any actions that may disrupt or harm the community or its Members.

- **Compliance with Laws and Regulations:** Adhere to all applicable laws, regulations, and intellectual property rights when sharing content or engaging in activities within the community.