



Collaboration Guidance¹:

Northern New York Library Network welcomes people of all abilities, genders, ages, backgrounds, ethnicities, sexualities, etc., and we acknowledge the rights and protections available to employees and volunteers from discrimination under State law².

With our community and membership (collaborators, partners and colleagues) we aim to foster a culture of openness, active listening, mutual learning, and respect. Any form of discriminatory language or behavior is unacceptable and will be called in and/or challenged, whether there was intent to discriminate or not.

Our events and programming reflect the complexity of our professional lives, and can tackle a range of issues and urgencies within our plan of service. We encourage all colleagues, partners, collaborators, participants, and audience members to kindly consider the below principles, and to ensure that everyone feels respected.

- Everyone has a different life experience and may be struggling with challenges that are not always visible. Try not to assume the opinions and identifications of others — instead, listen when they are offered
- Make a conscious effort not to compete with, judge, or dismiss others
- Listen generously to the contributions of others and be open to learning with and from those around you
- Foster a spirit of mutual respect through being kind, patient, and open with others
- **Care for Yourself** —listen and accept others' reactions, and do what you need to do to take care of yourself; which could include removing yourself at any time without judgment
- **Be open** — to any notes, comments, criticisms, praise, or adjustments
- Be willing to share your pronouns and be open to those who share theirs.

¹ Adapted for reuse from “[Generous Collaboration Principles](#)” by Arts Catalyst Soft Ground.

² <https://ag.ny.gov/resources/individuals/civil-rights/employment-discrimination>