

DalKing's Swing Dance Society

Safer Space Initiative 2024

Agenda for DalKing's Swing Board Meeting

February 6, 2024

Agenda Created by Phoebe

Note-taker: Maren

Invited Board Members: Chris A., Gabby, Chris M., Jo, Clara, Maren & Dylan

Present: Chris A., Chris M., Jo, Clara, Maren, Dylan

Preliminary Notes:

1. Feedback, suggestions, and opinions are highly encouraged throughout the whole discussion and process. Please feel free to contact Phoebe during or after the meeting with any thoughts, opinions or feedback.
2. Everyone is impacted by the culture of a space, and everyone has different lived experiences that drive why we want to facilitate a safer space. Please provide feedback that helps represent your lived experiences, as to ensure that everyone's values for what it means to facilitate a safer space are represented.

Agenda Items:

1. Presentation of the Safer Space Initiative Proposal
 - a. Document can be found [here](#).

Notes from conversation on document:

Action item 1: Name Change from *Safe Space Initiative* to *Safer Space Initiative*

- Chris A.: Concern that shift to "Safer Space" could communicate to minorities that it isn't the safest space
- Chris A.: Concern that this shift could be a cop out for future execs to not need to put in as much work
- Jo: Appreciates that it implies the people can come with an understanding there's a commitment to it becoming safer
- Phoebe: this is informed by conversations with Emma around standard in consent spaces

Action item 2: Creation and Appointment of Safer Space Coordinator Position

- Chris A.: Concern that exec capacity to fulfill roles is limited, prefers an appointed role akin to Head Teacher & DJ that is appointed
- Phoebe: Supports the idea of having the option of it either being an exec or appointed member
- Chris A.: Wants to make sure this position gets the attention it deserves and have the time dedicated to it, not an offhanded burden that gets placed on an exec member
- Jo: It could be a position that gets voted on during the AGM, self nominated
- Maren: The idea of the community voting on who represents the community in the role is decided by the membership
- Jo: Ensuring the Safe Space coordinator is looped in to all exec matters is helpful
- Phoebe: Will look at current exec roles and how the role can fit in and have clearly defined responsibilities from the get-go

Action Item 3: Proposed Mission & Values

- Phoebe: is seeking feedback on this within the week, can leave comments on the google doc or reach out directly
- Chris A.: proposes the change to “compassion in the efforts to deescalate complex and/or high intensity situations”

Action Item 4: Proposal of a Safer Space Reps Team

- Phoebe: this proposal comes after conversations with Emma, finding the folks to be part of this team will likely be the most challenging aspect of this initiative. Proposed amount of people from 2-5
- Chris A.: Is there a term length related? Would there be a dismissal process?
- Phoebe: Was thinking of an informal term length, as long as still active. A written dismissal process would be key
- Chris A.: Would ensure there is a cap in writing, due to a history of not active people remaining in positions
- Jo: Suggests that the team gets reassessed when the coordinator position term gets filled/refilled
- Dylan: Suggests a constitutional addition that there is a requirement for at least one additional safe space rep role beyond the safe space coordinator
- Chris A.: Suggests that either the President or Vice-President go through the training so if safe space rep positions can't be fulfilled they are a fallback

Action Item 5: Community Involvement

Action Item 6: Revision of Safer Space Protocol:

- Phoebe: would like exec help in reviewing the currently existing documents.
- Jo & Phoebe will take that on
- Chris A.: currently the sole purpose of the society has been for executive management and impeachment. Constitution changes need to be made by the membership during a general meeting

- Jo: It would be something that we could bring to the AGM and the membership votes on

Action Item 7: Creation of a Written Safer Space Protocol

Round Table Discussion & Feedback

- Phoebe: acknowledges that this process takes time, but would prefer that than rushing through it. Proposes it gets voted on in next exec
- Chris A.: A collectively agreed upon response protocol should be created, would be ideal for a temporary protocol to be drafted for the exec to be agreed upon.
- Jo: Would like to have what is currently being used be written down
- Chris A.: Reporting of incidents is something that should be created
- Dylan: Worth looking into other organizations' safe space policies and potentially seeking training from them
- Phoebe: Is currently seeking other organization's output. Reporting to be on to-do list

2. Call to the Board

a. Round Table Discussion & Feedback

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- Dylan: Worth looking into other organizations' safe space policies and potentially seeking training from them
- Phoebe: Is currently seeking other organization's output. Reporting to be on to-do list
- Dylan: A master document would be helpful
- Jo: A place for anonymous feedback would be important. A QR code on safe space posters leading to feedback form could be helpful
- Chris: Current suggestion boxes don't get used, a problem to solve for anonymous box. Needs to be easily usable

b. Approval to Move Forward with Initiative

c. Volunteers to Review Current Safe Space Protocol

- i. [Safety First](#)
- ii. [Code of Conduct](#)
- iii. [Constitution](#)

d. Feedback for Initiative & Proposal

- i. Please contact Phoebe with any feedback by next Tuesday, February 13th.