

Cultivating an Inclusive Symposium Environment

2022 Cal-IPC Symposium Code of Conduct

Cal-IPC wants to provide a Symposium environment that is welcoming, collaborative, and productive for all attendees. Sharing our community's diverse perspectives and life experiences is essential to the success of the Symposium and to meet our mission. To that end, we ask all participants to:

- Have patience with ourselves as we learn how to use the tools of the virtual platform together. If we need help, please reach out using the [“Ask Organizers Anything”](#) discussion board.
- Treat everyone with respect and consideration. Communicate openly and thoughtfully. Be considerate of-and curious about-views and opinions that may differ from our own.
- Welcome a multitude of voices to participate. Help cultivate future generations of California land stewards by generously sharing your knowledge and actively listening to each other.
- Take care of ourselves as needed, such as taking breaks or stepping away from a discussion, to recharge and regroup.
- Acknowledge our intentions. Take responsibility for our own missteps and address the impact of our words and actions. Ask how we can repair any harm we may have caused, even if our intentions were good.
- Share lessons learned from the Symposium, but do NOT quote any participants without first obtaining their express personal consent.

Cal-IPC works to uphold principles of justice, equity, diversity, and inclusion ([see our JEDI statement here](#)). Thank you for being a part of California's amazing land stewardship community!