

The Standard Celerations Society's Conference Working Agreement

The Standard Celeration Society's mission is guided by the values of community, authenticity, inclusivity, legacy and kindness.

As an organization, we are committed to creating equitable learning environments (both for professionals and ultimately for clients) for people of all income levels, ages, races, ethnicities, nationalities, spiritual and religious affiliations, neurotypes, abilities, gender identities, and sexual orientations.

[\(https://celeration.org/about/\)](https://celeration.org/about/)

In an effort to honor this commitment and values, we have set forth the following guidelines for our members and attendees during this year's annual conference.

1. **Use respectful language;** if you are not sure how someone would like to be addressed, ask. Respectful language includes refraining from tone-policing (i.e., commenting on the tone or specific speaker's language, especially if conveying strong emotions) or making jokes around an individual's gender, ethnicity or other identity.
2. **Move up / move back:** Be mindful of how much you are speaking as compared to other people and make sure you leave space for others to share also. And if you are someone who doesn't usually speak up, see if you'd like to challenge yourself to share (vocally or in the chat box).
3. **Owning intentions and impacts:** Sometimes our actions have a different impact than we intend them to; listen, reflect, and apologize if you learn that your words had a hurtful impact. This includes:
 - a. **Gaslighting:** Where the listener makes a speaker question their own memory, perception, or judgment. Moreover, gaslighting is defined as delegitimizing a speaker's beliefs.
 - b. **Microaggressions:** Brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile or negative slights and insults towards another marginalized group.
4. **Stay on topic, vocally and in the chat:** Keep the session focused on goals and action steps rather than only on concerns. We will do our best to stick to the schedule, and schedule future times to continue the conversation.

5. **Ensure respect and belonging for all and avoid the othering of groups of people.** Introduce yourself to someone you do not know, make a point to sit in spaces you do not normally sit at, and invite others to join you but respect any decision not to join.

Consequence procedures

Any person who is found to violate any part of this working agreement may be subject to mediation or other action. The following steps may be implemented if a person is found to violate one or more parts of this working agreement that has a negative impact on one or more persons:

- a. A member of the SCS Advisory and Inclusion Council subcommittee will be designated to conduct an investigation to determine if one or more parts of the working agreement was violated.
- b. Any person or persons negatively impacted will be given the option to speak with the person who violated part of the agreement with a mediator present
 - i. If the person impacted would like to speak with the person, this will be done as quickly as possible and privately.
 - ii. If the person or person's impacted do not want to speak with the person, then the mediator will explain to the person who violated the agreement the violation.
- c. The person who violated the agreement will be asked to give an apology and they may choose one of the following with the consent of the person impacted:
 - i. Individual apology to the impacted person
 - ii. Written apology to the impacted person and the SCS leadership
 - iii. Formal apology to the group during the State of the Society meeting
- d. This person may be subject to other actions such as being dismissed from the event or banned from a specified number of events sponsored by the Standard Celeration Society based on number and severity of infractions. This could also result in action with the BACB or respective state licensure board depending on the type of infraction.