DIACC Diversity, Equity, & Inclusion
Principles and Code of Conduct

The DIACC enables a productive, safe, open, and agile community that welcomes new ideas in a complex collaborative landscape. DIACC provides a neutral forum where stakeholders with diverse needs, interests, and skills all have the opportunity to add value. DIACC prioritizes transparent, open, respectful, and honest communication.

DIACC Diversity, Equity, & Inclusion Principles

The DIACC promotes a culture of respect and support adhering to Diversity, Equity, and Inclusion (DEI) guiding principles that include:

- Being committed to self-reflection, ongoing learning, and improvement on DEI and related issues.
- Communicating our work toward DEI and receiving and incorporating their feedback as our work continues.
- Embracing unique identities, experiences, and abilities.
- Promoting practices that create and increase awareness and appreciation of different cultures, beliefs, and ideas.
- Making our work inclusive and accessible by striving to account for the varying needs of our internal and external audiences and stakeholders.
- Identifying and appropriately addressing bias and discrimination.
- Reflecting community diversity by:
  - including multiple voices in decisions
  - making opportunities available to all, and
  - creating inclusive spaces, resources, and events.

DIACC Code of Conduct

The DIACC Code of Conduct applies to everyone who represents the DIACC officially or informally, claims affiliation with this organization, or participates in the DIACC community.

For DIACC Members, the DIACC Code of Conduct is supplementary to the DIACC Operating Procedures. In matters of discrepancy the DIACC Operating Procedures shall be authoritative. Members should familiarize themselves with the full suite of DIACC controlling policies.

DIACC CCIAN

DIACC community participants shall:

1. Bring a positive attitude
2. Be considerate
3. Be respectful
4. Be collaborative
5. Take responsibility for your words and your actions
6. Raise meeting concerns to the Chairperson
7. Raise concerns privately
8. Ask for help when unsure
9. Keep private information private
10. Don't share restricted data
11. Disengage considerately

Bring a positive attitude

Assume that peers have good intentions. Value each other's contributions.

Be considerate

Be considerate of input from others, whether we agree or disagree. Consider the impact that decisions taken may have on others. Refrain from unpleasant or disparaging remarks or actions, in particular on the basis of sex, age, religion, beliefs, nationality, culture, ethnicity, race, sexual orientation, social status, or ability.

Be respectful

Our community represents diverse ideas, values, experiences, and backgrounds. It's OK to disagree with someone, however, disagreement is no excuse to be rude. Work together to resolve conflicts in a positive and professional manner. Be respectful of other people's ideas. Personal attacks will not be tolerated.

Be collaborative

Collaboration between individuals in the DIACC community where each has their own goal and vision is essential. Collaboration reduces redundancy and improves the quality of our work. Work closely with others to coordinate efforts to ensure transparency and professionalism. We value our relationships with external partners and acknowledge their role in our success while promoting teamwork.

Take responsibility for your words and your actions

People make mistakes from time to time. When mistakes are made, parties should take responsibility for it. If someone has been offended, listen carefully, respectfully, and work to right the wrong.

Raise meeting concerns to the Chairperson

Address any concerns about the discussion or the meeting with the Chairperson. It is the Chairperson's job to bring the meeting to order.

Raise concerns privately

Those who feel unsafe to report issues openly may message private@diacc.ca where information will be treated with confidentiality and facilitated by the DIACC President. The DIACC President may need to facilitate issues for escalation to the DIACC Board of Directors.

Ask for help when unsure

Nobody's perfect and it can take courage to share questions or concerns. No individual in the DIACC community should ever fear to ask even the simplest question. Asking questions early avoids problems later. Questions are encouraged and they may be directed to the appropriate forum for resolution. Those who are asked questions should be responsive and helpful.

Keep private information private

We respect the privacy of our DIACC community and representatives. We minimize requests for data and we handle personal information with extreme care. When asked to make an introduction, be sure to ask the other party for permission before sharing contact information.

Don't share restricted data

Although the DIACC encourages transparency and open communication, sometimes there's information which your organization may request not to be shared in the form of intellectual property or restricted data. The only time this would change is when an agreement is signed between DIACC and the contributor based on DIACC's Intellectual Property Rights policy.

Disengage considerately

Disengage in a way that minimizes disruption. Prioritize professionalism and take the proper steps to ensure that others can pick up where the departing party left off.