

## **Diversity and Accountability**

S2S recognises and values the dignity and diversity of all students. Our volunteers and staff members are committed to providing an inclusive, accountable service.

We strive to meet the unique needs of each student irrespective of age, gender identity and expression, sexual orientation, marital status, family status, religion, socioeconomic status, disability, ethnicity, culture, or membership of the traveller community and/or any other equity-deserving communities.

To this purpose, every incoming S2S volunteer is trained in the principles of accountable space, and the following statement has been written based on their collective contributions to the agreement in their training sessions: This statement applies to all members of S2S, students and staff.

### **The S2S Accountable Space Agreement**

#### **Inclusivity for All:**

S2S is a friendly and welcoming space, in which we respect all background and walks of life. At S2S we want everyone to feel safe and accepted while being their authentic selves. We ensure everyone has the opportunity to

contribute, and advocate for equity-deserving communities, and will stand up against discrimination when we encounter it.

### **Respectful Engagement:**

We maintain a person-centred approach in all interactions. We practice active listening, avoiding assumptions and ensuring we are non-judgemental, attentive and confidential. We respect the autonomy of each individual.

### **Open Communication:**

We facilitate calm, considerate discussion where everyone can express their thoughts freely. We encourage 'I' statements to promote accountability and foster kindness and empathy in conversations. We value every question and everyone is welcome to ask for help without fear of judgement.

### **Boundaries and Growth:**

We pay attention to our personal limitations and observe the boundaries outlined in our roles. We take time to recharge and practice self-care and self-compassion and to reflect on our experiences and learnings. We will take credit as well as responsibility, and check-in with each other and value our unique contributions, as well as our collaborative, group-based efforts.