

## Guidelines for Decolonizing - Fall 2019

1. We acknowledge that Canada is a settler-colonial state, and that settler colonialism reproduces itself through the occupation of land, the establishment of settler systems of government, and the creation of a settler culture. To achieve this, settler societies tend to see Indigenous people as obstacles and resources to be exploited and profited from. Our decolonial framework aims, instead, to address the problem of these ongoing settler-colonial practices.
2. While colonialism works in concert with and reinforces any number of other systemic forms of oppression, including white supremacy, patriarchy, ageism, ableism, classism/capitalism, and heteronormativity, we actively respect the dignity, resilience, and vibrancy of all peoples, particularly those who have been systematically oppressed.
3. We recognize that systems of oppression have shaped the world in which we continue to live, that many of us have simultaneously benefited from some of these systems and been oppressed by others, and that we may therefore be prone to reproducing these systems of oppression ourselves.
4. We are committed here to unlearning those patterns of oppression that have shaped who we are, and which we may continue to replicate, and we welcome, therefore, the opportunity to support and hold one another responsible in that process of making ourselves open and vulnerable to that change.
5. In this way, we understand that the first steps to decolonizing society include learning and listening. We are committed, moreover, to enacting that duty to listen and learn together by the way we respond to, return to, and ask about what we have read (or watched) and heard during our meetings.
6. Committed to *holding space open for others*, rather than simply *taking up space for ourselves*, we are gathered first of all to paraphrase what is being said, how it is said, and to whom; to remark on how this may seem familiar or unfamiliar; and to formulate questions about what remains unclear.
7. In these ways, we are each of us participants fostering new relations and facilitating a learning experience for one another that may radiate out into and transform all of our respective communities.