

### **Group Rules for Fair and Balanced Discussions:**

We are committed to creating a respectful, inclusive space where everyone feels welcome to share their ideas. We recognise that everyone comes to this network with the best intentions, and these guidelines help ensure discussions remain balanced, thoughtful, and collaborative. Let's work together to nurture a community where every voice is heard and valued.

#### 1. Respect All Voices

Every member is encouraged to share their perspectives but be mindful not to dominate discussions. Give others space to contribute and avoid interrupting the conversation. This is important for individuals who might be shy or anxious about contributing – we want to ensure that everyone feels confident in speaking.

#### 2. Stay on Topic and Be Concise

We want to respect everyone's time by making sure that meetings do not run over, and we use meeting agendas to ensure this. Keep discussions focused on the agenda and try to avoid overly long, off-topic comments. To discuss a new topic, you can do so by starting a new thread:

- on the [group conversation page](#) by clicking the '+ New conversation' button on top left of the screen
- or by emailing the [feministclimatejustice@googlegroups.com](mailto:feministclimatejustice@googlegroups.com) email address as that goes to all of us in the Google Group

You are also welcome to suggesting items for the next meeting agenda to the Project Team - Collette or Vanessa!

#### 3. No Direct Contact Without Consent

All official communication should happen using the group email address [feministclimatejustice@googlegroups.com](mailto:feministclimatejustice@googlegroups.com) or the [group conversation page](#) (as described in point #2) to maintain transparency and ensure that GDPR rules are not breached. You should not contact members using their individual or private email address unless they have explicitly given their consent or you are following up directly on a specific topic that they have already contacted the Google Group about.

#### 4. Conscious Posting Frequency

Be mindful of how often you post to avoid overwhelming/spamming others. Let others respond before posting again, and avoid rapid, consecutive messages to ensure everyone has a chance to engage. This allows for us to create conversations as best we can in an online space

#### 5. Encourage Consensus, Not Control

Our community work approach means we should aim for collectivity and collaboration in all that we do. Aim to build consensus through open dialogue, rather than pushing a single agenda, so that we can work towards justice for the many, not the few. Decisions should reflect the diverse perspectives of the group, with a focus on collaboration and compromise.

#### 6. Moderation & Reporting

The Project Team, Collette and Vanessa, will ensure respectful and balanced conversations. If you notice anyone dominating or steering the discussion unfairly, let the Project Team know for discreet handling.

