

Policy on Community Guidelines

DATE OF EFFECT: 11-26-2025

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PURPOSE & SCOPE

This policy lays out the principles and values that shall guide the individual and collective decisions and actions of all individuals involved with Rural Artists Against Hate (RAAH). These standards of behavior are expected from Board members, artists, and volunteers and are fundamental to our mission of transforming hate into beauty.

RESPECT FOR RURAL ARTISTS AGAINST HATE (RAAH)

VALUES AND POLICIES

All individuals shall comply with RAAH's values, policies, and other guiding documents and shall follow prescribed procedures in the execution of their duties. We are committed to a world where hate is replaced by beauty and will conduct ourselves in a manner that reflects that vision.

DISTINCTIONS IN ROLES AND EXPECTATIONS

For Board Members

As fiduciaries of the organization, Board members are responsible for the oversight and governance of RAAH. This includes strategic planning, financial oversight, and ensuring the organization remains aligned with its mission and values.

Board members are expected to:

- Fiduciary Duty: Act in the best interest of RAAH, exercising a duty of care and loyalty in all decisions.
- Governance and Oversight: Focus on high-level governance and policy, trusting artists to manage the day-to-day operations and projects.
- Confidentiality: Maintain strict confidentiality regarding sensitive organizational information, including financial matters and personnel discussions.
- Shared Leadership: Collaborate with other Board members to provide collective leadership, avoiding individual directives to artists or volunteers.

Artists and Volunteers:

Artists and volunteers are the heart of RAAH's operational work, directly fulfilling the organization's mission on the ground.

Board members may also be artists, but must balance the power they have as directors of the organization and ensure fairness in the job distribution, allowing artists not involved in the governance opportunities to do work.

They are expected to:

- Mission Execution: Work directly to transform hate symbols into works of art, adhering to the organization's artistic guidelines and safety protocols.
- Operational Autonomy: Manage their projects with creative autonomy, while staying within the scope and vision approved by the Board.
- Collaboration: Work collaboratively with fellow artists and community members, fostering a supportive and respectful environment.
- Communication: Communicate project needs, challenges, and successes to the Board through established channels.

CONSTRUCTIVE DISCUSSIONS

All individuals shall engage in constructive dialogue that reflects our shared purpose, even when conversations are complex or challenging.

For Board Members:

Board members must engage in a high level of constructive discourse. This includes:

- Prioritizing the collective interests of RAAH and the broader community.
- Avoiding informal alliances or behind-the-scenes conversations that could undermine open, transparent dialogue.
- Supporting a Board decision publicly once it is made, regardless of prior disagreement.
- Utilizing the designated Discord channels for formal, confidential Board business.

For Artists and Volunteers

- Artists and volunteers are expected to use Discord as the primary tool for operational coordination.
- They should:
 - Engage respectfully and constructively in all discussions.
 - Utilize designated channels for project-specific conversations.
 - Avoid engaging in gossip or personal attacks.
 - Follow all policies, and bring concerns forward to Board Members, or designates (such as Discord Server Moderators) as operationally outlined.

PUBLIC ENGAGEMENT

All RAAH members, whether Board members, artists, or volunteers, serve as ambassadors for the organization. When engaging with the public, either online or in person, all interactions should be based on a de-escalation mindset.

The primary goal is to represent RAAH's core mission of transforming hate into beauty.

Responses should be calm, empathetic, and focused on de-escalation, whenever possible.

- Response Style: Avoid confrontation or getting drawn into arguments. Redirect conversations toward the positive impact of RAAH's work, or disengage if not possible to have a productive and respectful conversation.
- Official Statements: Only the Board Chair or a designated spokesperson is authorized to make official statements on behalf of RAAH

RESPECT

We all have the responsibility for fostering a culture of safety, inclusion, belonging, and mutual respect in all interactions.

- Mindful Communication: We strive to speak with intention, using language that is thoughtful, inclusive, and free from harm or discrimination.
- Restorative Approach: We meet people where they are, acknowledging and respecting their lived experiences and perspectives. We approach conflicts and disagreements with a restorative mindset, aiming for understanding and healing whenever possible.
- Collective Care: We actively create a safe and inclusive environment where everyone feels valued and can contribute fully. We are committed to working with our communities to create positive change and will extend that same courtesy to each other.
- Mutual Respect: We treat all individuals with dignity and respect, regardless of their role or position within RAAH.
- Empathy: We meet people where they are, acknowledging and respecting their lived experiences and perspectives. We approach conflicts and disagreements with a restorative mindset, aiming for understanding and healing.
- Inclusivity: We work collaboratively to create a safe and inclusive environment.
- Dignity: We treat all individuals with dignity and respect.
- Communication: We communicate with the Board through established channels and respect the governance boundaries of their role

COMMITMENT TO THE WORK

We are dedicated to our mission and hold ourselves accountable to each other and to the communities we serve.

For Board Members

- **Stewardship:** We exercise good faith and judgment in all matters, ensuring the resources and reputation of RAAH are protected and used to advance our mission.
- **Active Engagement:** We prioritize active participation in meetings and discussions, listening attentively, asking relevant questions, and engaging in dialogue that reflects a spirit of learning and collaboration.
- **Reliability:** We follow through on commitments and action items in a timely manner. We share concerns transparently and proactively through the appropriate channels.
- **Financial Integrity:** Act with integrity regarding organization finances, including expenses.
- **Integrity:** We do not share unverified information or make statements that could unfairly damage the reputation of others or the organization. Board members are expected to speak truthfully, seek clarity when in doubt, and act with integrity.

For Artists and Volunteers

- **Mission Execution:** We are dedicated to the on-the-ground work of transforming hate into beauty, adhering to RAAH's artistic guidelines and safety protocols.
- **Operational Autonomy:** We manage our projects with creative autonomy, while staying within the scope approved by the Board and partnering organizations.
- **Accountability:** We follow through on project commitments and communicate project needs and challenges to the Board in a timely manner.
- **Collaboration:** We work together to deliver projects that reflect the values of RAAH, and we create a space for others to be heard and encourage inclusive participation from all members.

CONFIDENTIALITY

RAAH is committed to protecting the privacy of personal and organizational information. All individuals are responsible for maintaining the confidentiality of sensitive information. Breaches of confidentiality will be taken seriously and may result in removal from the Board following a review by the Chair, Committee and, where necessary, the full Board.

For Board Members:

Board members will have access to confidential information, including internal deliberations, financial data, and sensitive documents.

Expectations:

- Individuals must not disclose or discuss confidential Board matters outside of official meetings, including content from in-camera sessions, internal deliberations, or sensitive documents.
- Board members acknowledge that they may be authorized to access personally identifiable information of third parties, such as names, addresses, telephone numbers, personal photos, and business-related information. All Board Members and volunteers must adhere to the Personal Information Protection and Electronic Documents Act (to the extent it applies) and all reasonable privacy policies implemented by RAAH.
- Comments made by individuals during meetings should not be attributed or shared with external parties, including staff, volunteers, or funders, without explicit authorization.
- Individuals must not speak on behalf of the organization unless officially delegated to do so.

CONFIDENTIALITY

For Artists and Volunteers:

As an artist or volunteer, you may have access to confidential information, including sensitive project details and information about other volunteer artist members.

- **Project Information:** As it relates to safety of project operations, you must not disclose sensitive project-related information, such as the location of a site before the project is public, or personal information about individuals involved in a project, without explicit consent from the Board.
- **Personal Information:** You must handle any personal information you encounter in your role—whether it belongs to a community member, fellow artist, or volunteer—with the utmost care and in accordance with privacy principles. Do not share this information without a legitimate organizational need and explicit consent.

Boundaries of Confidentiality:

- While individuals are expected to maintain confidentiality around internal discussions and sensitive matters, RAAH as a whole may choose—through collective agreement—to share information about strategic decisions or organizational risks when doing so serves the public interest and aligns with our mission and values.

PREPARATION & PARTICIPATION

Active preparation and meaningful participation are foundational to effective governance and operations. Each individual contributes to the quality of RAAH's work by coming prepared and engaging fully, with care and curiosity.

For Board Members

- Preparation and participation are essential for your fiduciary and strategic duties. This means:
- **Reviewing Materials:** You must review meeting materials, including agendas, reports, and background documents, in advance to ensure thoughtful dialogue and informed decisions.
- **Seeking Clarification:** You are expected to seek clarification when needed to ensure decisions are made with a shared understanding, and to stay informed on organizational priorities.
- **Engaging Fully:** You must contribute respectfully and constructively during meetings, listening attentively, asking relevant questions, and engaging in dialogue that reflects a spirit of learning and collaboration.
- **Confidentiality:** As part of this preparation, you may be exposed to sensitive information. All such information must be handled with care and in accordance with RAAH's confidentiality policy and PIPEDA principles.

For Artists and Volunteers

- Your preparation and participation are vital for the on-the-ground execution of RAAH's mission. This means:
- **Project Planning:** You must review project briefs and operational guidelines in advance to ensure you understand the project scope and safety protocols.
- **Staying Informed:** You are expected to stay up-to-date on operational priorities and contribute relevant insights through appropriate channels, primarily Discord.
- **Documentation and Records:** As part of your work, you will be responsible for documenting project activities, which may include photographs, artist reflections, and community feedback. This information must be handled securely and submitted to the Board in a timely manner.
- **Effective Communication:** You must share concerns or issues proactively and transparently through the appropriate channels, and follow through on commitments in a timely and accountable manner.

TERMINATION OF POSITION

Significant breaches of these Community Guidelines or any other Board governance policy, can lead to termination of Board membership, or Artist/Volunteer Participation.

The individual in question will have an opportunity to address the Board regarding concerns before any decision is made.

Termination of a Board member shall be done by majority vote at the next Board meeting. If the decision is made to terminate a Board member, they will be notified in writing by the Chair, outlining the reasons for termination.

MONITORING & EVALUATION

The Board Chair shall monitor the implementation of this policy and intervene as required to address any breaches. Any individual may raise concerns with the Chair.

The Board shall also evaluate the implementation of this policy through a self-evaluation process and if trends in behavior are recognized.

All individuals volunteering in a Board or Artist capacity are required to formally reaffirm their commitment to this policy each year by signing it, with the process coordinated by the Board.