



Reviewed by Amarachi: May 2022

Safer Spaces Policy

We have reshaped our safer spaces policy by using Sisters Uncut's policy as a seed resource. Thank you siblings for your openness, transparency and generosity during your learning journey.

Black Mind aims to create a respectful, understanding and kind space where people feel able to express themselves and ask questions without fear of punishment or humiliation. This document is a guideline, it is intended to transform as we learn and grow our life affirming infrastructure. It aims to communicate to you the **Black Mind** vibes and to make transparent what you commit to as part of our community. We know that being part of something loving is a blessing and a responsibility. To maintain a heart-centred environment rooted in this ethos, **we have high standards of behaviour towards each other in our meetings, events and social spaces. This is a collective protection measure and as such no one needs to wait for issues of harm to happen. At Black Mind, we openly and proactively challenge oppression & hierarchy in everything we do.**

Black Mind spaces are intended to be inclusive and supportive spaces for everyone while always centring the mental health, wellbeing, justice and joy of Black people in Britain. Sometimes an event will be solely curated for the experience of Black people. For us, **Black = African, Caribbean, Afro-Latinx & Black-Mixed. Self-definition is at the sole discretion of that individual.** We do not police identity in our spaces. If you are here it is because you feel included and therefore you are welcome. It is your responsibility to give attention to whether an event or space has been created for you. If you are not sure whether a **Black Mind** activity is open to you, please ask one of our team.

Black Mind understands intimately that various forms of oppression & violence can occur at the same time including racism, disableism, poverty, transphobia, transmisogyny, homophobia, islamophobia and antisemitism, as well as others. The bombardment of obstacles can be exhausting & painful. We want to create a community that recognises and challenges the oppression & exploitation that some of us are harmed by and some of us benefit from. We are harm-disruptors and abolitionists. We understand that this is hard work that we are committed to. We know that some people are survivors of domestic, sexual, gendered, racial and state violence. Our founder is one of them. We aim our community and organisation to be survivor-centred and culturally competent. We all respond to harmful experiences differently and it is important that each person takes care of themselves in meetings and events in whatever way feels uniquely and authentically comfortable for you.

1. **Consent**; before you touch anyone or discuss sensitive topics ask if they are comfortable with that. If possible, prepare them. Trigger warnings can come in many different forms and do not require much time. Don't assume your physical & emotional boundaries are the same as others.
2. **Be aware of your privileges**; including less obvious or invisible hierarchies. Think truthfully about how your words, opinions and feelings are influenced and who they might exclude or harm.



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3. **Calling out**; if you have acted or spoken harmfully, even if unintentionally, someone will bring this up with you and this is welcome. If this happens, listen and reflect on what they are saying, even if you think they may be wrong. Don't try to absolve yourself of responsibility. The intention is for us to grow together with compassion and honesty.
4. **Learning**; if you don't understand something - ask. You may be directed to a book, website or skillshare to learn more. We are each responsible for our own learning and if we feel able, for sharing it with others.
5. **Labour**; please contribute whatever you can; this means something different for everyone and that's fine. It is okay to make mistakes and to be imperfect. Joy sharing is an important organisational practice - please cultivate and express appreciation for the hard work of others while being considerate when you offer criticism.
6. **Social**; Like other communities we build social relationships outside of official work activities. These spaces may not be directly curated by Black Mind and yet we commit to this Safer Spaces policy wherever we are together; this includes ensuring that ALL spaces are accessible to disabled people. We must create opportunities for sober spaces to socialise. We must create opportunities to breathe and ground in nature. No one is expected to participate in social events, we release any community pressure to attend or spend money. There are other ways to feel included!
7. **Security**; please don't share the names/details of people who have been involved in **Black Mind** actions without their explicit consent. We build **Black Mind** on a foundation of trust. It is important that journalists, police or other unknown people don't hold information that could put our team at risk of harm.
8. **Community Accountability**; When a sibling is harmed, we use the principles of transformative justice to hold ourselves to account and find ways to heal, learn and move forward together. If you would like information or support to work through a conflict resolution issue you have experienced or observed - we offer conflict consultancy that can be mediated by our founder, Amarachi Rachel Nwokoro - Rachel@BlackMind.co.uk

Do you have something to contribute to our policy that you feel would improve the safety of our community spaces? We would love you to let us know on [Hello@BlackMind.co.uk](mailto>Hello@BlackMind.co.uk)

When we work together in this radical and transformative way, we are creating the change we wish to see in the world.

Thank you.



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