

## **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**

S2S strives to be a friendly, welcoming service that is respectful and inclusive of all backgrounds, identities, and perspectives. We will uphold fun, relaxed, and sociable spaces where all students can feel safe and accepted getting to know each other whilst being our honest, authentic selves.

We will facilitate calm, considerate discussion in which everyone can talk and question freely, whilst remaining accountable for our words and actions. We recognise that intent does not negate impact, and will promote kindness, empathy, and open-mindedness in our conversations.

We will ensure that everyone has the opportunity to contribute, without feeling undue pressure to participate. We believe that respectful disagreement and constructive feedback are ways to expand our understanding of different perspectives, and to hold meaningful dialogue. We will not shut each other's views down, but we will advocate for equity-deserving communities, and will stand up against discrimination when we encounter it. We will use "I" statements to own our feelings and perspectives, and to avoid blaming or shaming others.

We aim to be a reliable, accessible, and trustworthy presence for all Trinity students. We will seek and offer appropriate resources for ourselves and others, and will maintain a person-centred approach in all interactions. We will avoid assumptions by practicing our active listening, including being non-judgemental, non-directive, attentive, patient, and confidential. We will respect the autonomy of each individual. We are willing to be vulnerable, and to embrace discomfort while we seek to understand and support others. At the same time, we will pay attention to our personal limitations and observe the boundaries outlined in our respective roles.

We will take time to recharge and practice self-care and self-compassion, and to reflect on our experiences and what we are learning from them. We will remain open to sharing with and learning from each other wherever possible. We will take credit as well as responsibility. We will check-in with each other and value our unique contributions, as well as our collaborative, group-based efforts.