



A strategist from Bakau Consulting inc. reviewed the Member Code of Conduct in May of 2022 for the Magazine Association of BC. All policy-whether reviewed by Bakau, another consultancy, company, or organization-is reflective of the time in which it was reviewed. Standards and language change, and knowledge is acquired over the course of time, meaning that any substantial and impactful policy must be living and fluid and amenable to change.

To that end, the Magazine Association of BC agrees to revisit, update, and add to this Member Code of Conduct by May of 2023 in order to ensure the most up-to-date and inclusive language, knowledge, and best practices are encompassed in this Member Code of Conduct.

Land Honouring

We want to honour and acknowledge that the Magazine Association of BC carries out its work on the unceded territory of the Coast Salish Peoples, including the territories of the xʷməθkwəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and Səl̓ílwətaʔ/Selilwitulh (Tsleil-Waututh) First Nations.

We encourage all members, staff, and volunteers to make themselves aware of whose unceded lands they work and live on. To do so please consult native-land.ca and whose.land

The Magazine Association of BC Member Code of Conduct

The Magazine Association of BC (MagsBC) believes that all members, guests, staff, and volunteers deserve to be treated with respect, dignity, and to have their diverse lived experiences celebrated. As such, any person taking part in any MagsBC associated event or function—whether online or in-person—is required to abide by the following Code of Conduct. Below is a summary of the behaviour we expect, unacceptable behaviours, and how we hold ourselves and our members accountable to this Code of Conduct.

The goal of this Code of Conduct is to provide an environment with a diverse range of perspectives and opinions, free of harassment.

What We Expect

Inclusivity

MagsBC strives to create an environment where all voices and perspectives are recognized. People from all backgrounds, races, ethnicities, sexes, genders, gender expressions, sexual and/or romantic identities, religions, and abilities shall be given space to speak and share opinions and perspectives freely and openly.

MagsBC believes that to be inclusive, we must respect, affirm, and celebrate identities, and be considerate of those around us. Be mindful of privileges and ensure you give space to others.

Respect

Respect is an integral part of our organization. This means practicing consent in all of its forms, which includes asking before engaging in physical touch; before taking or posting photographs and screenshots; before asking for or sharing personal and/or proprietary information; and validating identities in regards to names and pronouns. Consent should be explicit and not assumed.

Unacceptable Behaviours

The following list of behaviours will not be tolerated at any MagsBC or MagsBC member-led events, in accordance with our values as an organization.

Harassment

Harassment is a type of discrimination. It includes any physical or verbal behaviour that humiliates or offends a person. Generally, harassment is over a period of time, however, one-time serious offences can be counted as well. Harassment may be intended or unintended and may include threats, verbal abuse, jokes about components of an individual's identity, sensitive topics such as age, country of birth, racial or ethnic identity, skin colour, language, sex, sexual or romantic identity, gender, gender expression, body, disability, neurodivergence, class, carceral status, marital status, family status, or any other components of identity. Examples may include, but are not limited to:

Physical: threatening behaviour; physical attacks; or destruction of property.

Sexual: inappropriate sexual comments or questions; unwanted physical touching.

Emotional/psychological: gaslighting, defamation

Verbal: yelling; slurs; bullying/heckling

Online: harassment on social media, via email, or in event chats; intentional misquoting; posting non-consensual media

Discrimination

Discrimination refers to treating someone badly or preventing them from working, learning, or living- because of their protected characteristics, "grounds", as outlined in the [Canadian Human Rights Act](#) and the [BC Human Rights Code](#).

These grounds include but are not limited to: age, country of birth, racial or ethnic identity, sex, skin colour, language, sexual or romantic orientation, gender, gender expression, body, disability, neurodivergence, class, carceral status, marital status, family status, or any other components of identity.

These include but are not limited to: racism, sexism, homophobia, biphobia, transphobia, misogyny, transmisogyny, fatphobia, ableism, audism, ageism, classism, anti-Muslim racism, anti-Black racism, anti-Semitism, anti-sex worker rhetoric, or bigotry of any kind.

Stereotyping

A stereotype is a simplified assumption about a group or individual that is based either on previous experiences, beliefs, or unconscious biases based on how we've been socialized. Stereotypes are harmful for a myriad of reasons. Presuming a sameness or homogeneity among groups based on demographics or identities ignores the diversity that exists within groups. Pervasive stereotypes can force groups into heightened levels of precarity and harm:

- The stereotype that Black men are dangerous or more likely to commit crimes means Black men (and Black folks more broadly) are over-policed leading to high levels of violence suffered at the hands of law enforcement.
- The stereotype that Brown men (and specifically those perceived to be Islamic) are more likely to hold violent religious views means that they are oversurveilled and more likely to suffer harm when interacting with government agencies and entities.

Some subscribe to the concept of "positive stereotypes" meaning attributing seemingly good characteristics to entire groups, these are also bad:

- The stereotype that folks of Asian heritage are all good at math leads to members of that demographic being perceived as 'not really Asian' if they don't adhere to this reductive perception of what they should excel at.
- The stereotype that Black folks are inherently better athletes similarly leads to folks challenging their 'Blackness' if they do not adhere to said stereotype.
- The stereotype that women and femmes are more sensitive and caring means they often are relied on for emotional labour and chastised if they cannot support others in the way these stereotypes dictate they should.

Microaggressions

As coined, and defined by Dr. Chester M. Pierce, these are "subtle, insidious aggressions that are either intentional or unintentional and often reoccur. They dismiss, isolate, belittle, and other individuals, particularly on the basis of marginalized identities."

Cultural Appropriation

Cultural appropriation is the lack of acknowledgement or inappropriate or facile adoption of the customs, aesthetics, practices, ideas, etc. of one people or society by members of another and typically more dominant people or society.

Cultural appropriation typically results in the applause or celebration of the 'appropriator' in contrast with, and simultaneous to, the mockery and persecution of the original creators. Culture is not a costume that can be tried on.

Accountability and Call Ins

MagsBC will continue to take action to resolve conflicts and address concerns with our membership. All members of MagsBC are expected to hold themselves and their guests accountable to these policies at MagsBC and at other member-led events.

We empower our membership and all event attendees to help us uphold our Code of Conduct at all events, virtually and in-person. It is the responsibility of any member or event attendee who witnesses a breach in our policy to report the actions to [a MagsBC board member or employee](#) at the time of the occurrence or as soon as possible.

If we determine that actions contrary to our Member Code of Conduct have taken place, our first step will always be to have a clear and open discussion with the individual(s) involved and

create a plan to resolve these issues going forward. We will seek to address and reconcile the offence by “calling in” the individual who caused harm.

Calling in refers to drawing someone’s attention to their behaviour and contextualising it so that they understand the harm and are welcomed into shared knowledge. By learning about why their behaviour was harmful, they are able to assess how to do better and mediate the harm caused.

This is as opposed to “calling out” the individual, which is to publicly and critically call someone’s attention to their behaviour or actions in a manner that may cause shame versus understanding through education and knowledge sharing.

If a member magazine does not feel comfortable addressing behaviour that is against our Code of Conduct in the moment, we welcome them to reach out to any MagsBC board or staff member for assistance after the fact. MagsBC also will be appointing, and encourages member magazines to appoint, designated Safety Liaisons at all events, who will be introduced by the host. Attendees who feel uncomfortable or otherwise notice Code of Conduct breaking behaviour can reach out to the safety liaison for assistance.

However, if behaviour escalates post-calling in, or is deemed unsafe, we reserve the right to intervene further.

Actions we may take:

- Immediate removal from events
- Requests for apology/restorative justice/reparations
- Suspension or removal from MagsBC distribution lists
- Partial or extended ban from events
- Termination of membership

Approved at 2022 AGM July 14.