



## MENTORING PROGRAM MISSION STATEMENT

We honor people's experiences, identities, and backgrounds and we cherish diversity of all forms. It is our conviction that everyone's unique perspective is crucial for and positively contributes to our program – and has an impact outside of it. By everyone being accepting of similarities and differences, respectful of boundaries, and accountable of one's own actions, we want to cultivate a space for exchange, learning, and growing and hope to foster empowerment.

As the program management, we are committed to fostering an inclusive, supportive, and respectful environment. We understand safety as a collective and proactive effort in which everyone – program management, coaches, trainers, mentors, and mentees – plays their part in working towards creating a safer space amidst a society marked by intersecting forms of suppression and discrimination. 'Safer' acknowledges that we are likely unable to provide a safe space for everyone. Nevertheless, we aim to create a non-threatening, judgement-free, and non-discriminatory environment as much as possible. Our goal is for everyone to feel welcome and accepted.

Despite our best efforts, we might be unaware of certain issues or commit harmful acts at times. As the program management, we will take responsibility for our missteps and aim to learn from them. We also always reflect on and try to fight structural forms of oppression of all kinds and thereby hope to contribute to lasting change. We highly encourage everyone to do the same.

A safer space is characterized by a respectful treatment of other people's identities, backgrounds, experiences, beliefs, opinions, academic ideas, as well as personal boundaries, both physical and mental. To collectively create this safer space in our program, we ask everyone to follow these guidelines:

- Potentially vulnerable and personal stories shared by others must remain within the confines of the group.
- Be mindful of your own words, actions, and behaviors and how they might affect other people.
- Respectfully engage with other people and make sure that your participation leaves room for others as well.
- Be open to feedback and constructive critique.
- Credit your peers work correctly.
- Be willing to keep educating yourself.
- If you *witness* any discrimination, abuse, harassment, or uncomfortable situation within the program, offer your support to those affected (if possible, in private). If agreed upon, contact the [Sexual Harassment & Bullying Counselling Office](#) and/or the [organizers](#) for confidential counselling. If the discrimination is caused by the program management, contact the [Equal Opportunities Working Party](#).
- If you *experience* any discrimination, abuse, harassment, or uncomfortable situation within the program contact the [Sexual Harassment & Bullying Counselling Office](#) and/or the [organizers](#) for confidential counselling. If the discrimination is caused by the program management, contact the [Equal Opportunities Working Party](#).