

Member's Code of Conduct

The Disability Leadership Institute's (DLI) members, our goal is to create safe and respectful environments for our members to interact with each other. We have developed the DLI Members Code of Conduct to help when difficult situations happen in the spaces we build. The culture of the DLI is to operate with generosity and kindness, towards each other and ourselves. Our overarching focus is to maintain the respect and kindness that have come to define us in a member first way.

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1. Be Aware

Be Aware of our obligations, rights and responsibilities as members.

1.1 The who and why

The success of DLI spaces as safe, understanding, and open is a direct result of collaborative effort. Our DLI members are asked to practice kindness and respect to ensure DLI spaces remain inviting to all.

1.2 What you need to do

Members are asked to read and follow the code of conduct and know their rights and responsibilities.

If a member has concerns about another member or their behaviour or within a group, please confidentially inform DLI staff at:

engage@disabilityleaders.com.au or speak to your group facilitator.

If you are concerned about a member of the DLI Team please contact christina@disabilityleaders.com.au if you are unable to speak to the team member directly.

2. Recognise and Respect

2.1 How we protect and respect our privacy

- Membership of the DLI is confidential.
- Members are not identified outside of DLI member spaces without their permission.
- All discussions within DLI member groups are confidential.
- Members do not have to identify their workplace or other personal information including their disability.

Not all people with disability / disabled people choose to openly identify as such. When they do identify, they may only do so in certain contexts.

- No members are identified as being disabled outside of DLI spaces without their permission.
- Members do not ask about specific aspects of another member's disability. (Individual members may choose to share personal information when relevant)

2.2 How we treat one another

- DLI members are respectful and kind to themselves and each other. We operate under a culture of generosity and kindness to each other.
- DLI members use preferred pronouns (remember you can always ask!)

During group and other environments, members are respectful of others' views. If you disagree, have a conversation and explore the issue without having an argument or censoring what others can say. Be mindful of letting others have their turn to speak. If a group member dominates the conversation, the facilitator will discuss this offline respectfully and confidentially.



2.3 Member Cultural Health and Safety

- DLI members create a culture where members feel respected and heard in a place of safety. DLI members are incredibly diverse from a wide range of backgrounds and intersectional experiences. No one experience is more or less valid than anyone else's.
- Diverse backgrounds and experiences are acknowledged and respected.

In the disability community there are a high number of people who have an experience of trauma.

- Recognise that other members may have an experience of trauma, so be careful about unloading or detailing incidents without first asking or providing a content warning (CW). It is recognised that talking about a personal experience may be useful to the person who has experienced it, but it is also important to provide an opportunity for others to remove themselves before that sharing takes place for their own wellbeing. DLI members do not take this personally, we recognise that it is okay for someone to look after themselves.
- Please be aware that many people in the disability community have experience of trauma. Please be mindful of this when you participate in the groups. DLI Group facilitators are not trained counsellors. If you need support, please seek appropriately trained supports. Groups are a safe space where members can discuss specific issues which then lead to a conversation about leadership.

2.4 Note on avoiding ableist language

Ableist language is prevalent in everyday language ([See this ableist language guide from PWD](#)). DLI members make conscious efforts to avoid ableist language aimed towards themselves or others while participating in DLI member spaces. This is an opportunity for members to continuously learn.

Remember, everyone has different views on what language is acceptable to them, so use opportunities to generate a conversation rather than generating an argument or imposing a personal viewpoint on others. Learn together.

3. Learn

3.1 How we approach Disability Leadership

- Disability is an asset in leadership
- Leadership development is an ongoing process

3.2 How we cultivate communal learning

- All members (from those who are Getting Started to being Experienced Leaders) have wisdom and experiences to contribute to discussions
- Members support each other as individuals with unique perspectives – have a conversation and explore, not an argument.

4. Disrespect

Please show respect to all DLI members.

We encourage members to approach DLI staff with any concerns.

Occasions of disrespect will be addressed respectfully and privately on a case-by-case basis.

Sometimes, DLI members are not travelling well and may interact in a way that is not usual for them. Such incidents will be approached with compassion and understanding. We will always talk to you without making judgements. Sometimes it might be suitable for a member to step away from the DLI for a while to focus on themselves and their recovery.

If a member engages in unsafe conduct towards other members or DLI staff, the DLI reserves the right to remove them from the members community.

The DLI will not accept threats to the health and safety of our members or staff.

*The DLI Code of Conduct will be reviewed and updated regularly.