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## AMIA Community Agreement

Anytime people gather as a group we form both a community and a culture. As members of AMIA we are committed to creating and fostering a safe and inclusive environment. We aspire to create a culture that is respectful, supportive, open, curious, and kind in order to cultivate a diversity of perspectives and voices within our professional community.

In support of this, AMIA has adopted a Community Agreement and a [Code of Conduct](#). The Community Agreement outlines ways in which we encourage each other to hold safe, inclusive, engaging, and respectful discussions. The Code of Conduct outlines behaviors that are not allowed in AMIA spaces, how to report concerns or incidents, and how the code will be applied.

The AMIA Community Agreement helps us identify concrete ways to create the culture we aspire to, and to talk about and work through conflict as colleagues, with mutual respect. We can challenge ourselves and each other while still recognizing we're all coming from a diversity of backgrounds and experiences. We believe our work must be conducted in a space that acknowledges the power dynamics of bringing together colleagues at different stages of their professional careers and recognizing the lack of representation of marginalized people within the field. We are all here because we choose to be here.

AMIA encourages everyone to be mindful of their own actions, be open to observations of their own behavior, be open to hearing and sharing feedback with others, and to give constructive feedback to others when appropriate.

Additionally, we commit to keeping the following principles in mind when we engage with each other in online or physical spaces:

- To listen to and respect a person's description of their experiences, including marginalization and discrimination without explaining, defending or excusing the intentions of a dominant group

- To recognize the difference between intent vs. impact and take responsibility for negative impact our actions may have regardless of intent
- To make space - encouraging the yielding of the floor to viewpoints which may be underrepresented in a group as well as allowing for only one speaker at time to allow for all participants to engage equally
- To embrace gender-inclusive language when in place or requested by individuals; this may include but is not limited to use of the preferred name, pronouns in English, gender-neutral endings in Romance Languages, and corresponding practices in other global cultures/languages.
- To encourage the best accessibility for our online and physical spaces
- To provide a space where everyone feels comfortable participating and where their perspectives and voices are heard without judgment on how they are communicated
- To respect the confidentiality of meetings and to not share information or content of private meetings or events without permission
- To accept critique graciously and to offer it constructively. To offer insight and critique in collegial and constructive ways and respond the same way
- To give credit where credit is due, by acknowledging the work, ideas, legacy and contributions of others
- To acknowledge that choices around practice, implementation, and technology vary widely and can be dependent on the availability of resources, and to respect our work as an involving practice

## References

In crafting this Community Agreement we referenced a number of similar standards from various organizations including, but not limited to, universities, professional organizations, collectives and activist groups. Below are references and further reading:

- [Community Agreements and Code of Conduct - Stanford Libraries](#)

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- [Code of Conduct and Community Agreement – Collective Responsibility](#)
  - [UC Santa Cruz Student Union COMMUNITY AGREEMENTS](#)
  - [Group Agreements for Workshops and Meetings - Seeds of Change](#)
  - [Sundance Film Festival Code of Conduct](#)
  - [Social rules - Recurse Center](#)
  - [DLF Code of Conduct - DLF](#)
  - [Contributor Covenant Code of Conduct](#)
  - [DocNow/code-of-conduct: Code of Conduct for the Documenting the Now Community](#)
  - [SAA Community Engagement Agreement](#)
  - [IASA Code of Conduct](#)
  - [Event Code of Conduct — we here](#)

### Change Log

Date	Description
11.03.21	First release of Community Agreement