

Due to the Covid-19 pandemic, the Social Science Research Council's Media & Democracy program has postponed our customary in-person research development workshops. In the place of face-to-face meetings, we have implemented a variety of methods and platforms to ensure similar opportunities for networking, field-building, and robust feedback on our participants' academic work. Among these is a closed SSRC Media, Technology & Politics (MTP) Slack community. We provide the following Slack code of conduct as reference for anyone looking to instate a similar workspace for fellows, affiliates, and colleagues.

### **Slack Workspace's Core Values and Code of Conduct**

SSRC is committed to providing a welcoming and safe environment for people of all races and ethnic backgrounds, gender identities and expressions, sexual orientations, physical abilities, physical appearances, socioeconomic backgrounds, nationalities, ages, religions, and beliefs. We endeavor to foster a space where everyone feels free to speak, be included in conversations, and be heard. Please keep in mind that as with all social media, you are responsible for what you post.

Users must follow the guidelines below when using Slack workspaces:

1. **Be respectful.** Users must respect the rights of other users, respect the integrity of the systems, and observe all relevant laws, regulations, and contractual obligations.
2. **Write knowledgeably, accurately, truthfully and professionally.** This includes, but is not limited to, creating an accurate Slack profile with your real, full name, and uploading a headshot as your profile image.
3. **The following actions are forbidden:**
  - using disparaging, abusive, profane or offensive language;
  - using the information systems to transmit sexually explicit messages and/or images, ethnic or racial slurs, engaging in any illegal activities, including, but not limited to, extortion, blackmail, and unauthorized access of another user's account;
  - comments that reinforce social structures of domination related to gender, gender identity or expression, sexual orientation, employment status, physical appearance, body size, race, age, religion, marital status, political affiliation, or physical or cognitive ability;
  - screenshots and sharing of messages etc. outside of channels; and
  - advocating for, or encouraging, any of the above behavior.
4. **The program Slack moderators emphasize safe spaces for marginalized people over privileged people's comfort,** therefore we will not act on complaints about:
  - reverse racism, reverse sexism, and cisphobia; or
  - criticisms about oppressive behavior or presumptions.

5. **We ask that you be aware of your participation through a “step forward, step back” lens:** if you have not yet participated fully in giving feedback, please step forward and add your voice; if you have given substantial commentary already, please step back and allow for the voices of others.

We look to provide an inclusive environment, but inclusivity doesn't happen without the support of the entire community. You can help foster that environment by:

- Reading and listening to others' thoughts as much as you present your own
- Yielding time to viewpoints that may be underrepresented
- Welcoming the expertise of others, realizing that you may be unaware of it
- Accepting critique graciously and offering it constructively
- Giving credit where it is due
- Using welcoming language, for instance by honoring pronoun preferences and favoring gender-neutral collective nouns
- Avoiding sexual or discriminatory language and imagery at all times

## **Other Procedures**

### Private Channels:

Private Channels are limited to a small group of members. A private channel and its contents are visible and searchable only to the channel members.

### Direct Messages:

Direct messages and Group Direct Messages (DMs and group DMs) are useful for quick, private conversations between two or more members. They are visible and searchable only to you and the members you DM.

### Message Retention:

Slack retains all messages and files for as long as the workspace exists. To learn more about Slack's Privacy Policy, please read more here: <https://get.slack.help/hc/en-us/articles/203950296-Privacy-FAQs>.

Inspired By: [SSRC's HuMetricsHSS Code of Conduct](#), [DLF Code of Conduct](#), [DHSslack Code of Conduct](#)