

CMRSA CODE OF CONDUCT, ETHICS, AND VALUES

Guiding Principles:

The Critical Mixed Race Studies Association (CMRSA) is committed to fostering an inclusive and respectful environment that celebrates the rich diversity and values of each member that may promote collaboration. This code of conduct, ethics, and values outlines the principles and expectations for all individuals associated with the organization.

Inclusivity and Diversity:

We embrace and celebrate the diversity of our members, respecting differences in ethnicity, culture, race, gender, sexual orientation, religion, caste, ability, and background.

Respect:

We are committed to treating every individual with dignity and courtesy.

Be open-minded and receptive to diverse perspectives and experiences.

Non-Discrimination:

Discrimination or harassment based on ethnicity, race, gender, religion, sexual orientation, or any other characteristic is strictly prohibited.

Safe Environment and Communication:

We are committed to maintaining safe spaces for open communication and constructive dialogue.

We encourage professionalism at all times whilst communicating with your CMRS colleagues whether in person or via e-communication. Any form of written/verbal abuse, insults and/or accusations will be handled in accordance with the CMRS Code of Conduct regulations.

We encourage the reporting of any behavior that makes you feel uncomfortable or violates the principles of this code.

Collaboration:

We are committed to the fostering of an atmosphere of collaboration and teamwork, recognizing that diverse perspectives contribute to our collective success.

Professionalism:

We conduct ourselves in a professional manner at all times.

Respect the confidentiality and privacy of others.

Video of recorded meetings should not be shared outside the meeting group as it is not permitted to do so without the consent of all participants. Video recordings should be deleted within four weeks.

We agree to maintain accuracy in record keeping.



Conflicts of Interest:

It is necessary to declare if promoting a member of your family, partner (married, civil partnership or not), siblings, children, or any close personal or professional relationships for a paid role with CMRS.

Unacceptable Behaviors:

Harassment or bullying based on ethnicity, race, gender, religion, sexual orientation, caste, ability or background, or any protected characteristic.

Discrimination or exclusionary practices that undermine the principles of inclusivity.

Disruptive or disrespectful behavior during organizational activities, events, or communication channels.

Retaliation against individuals who report violations or participate in investigations.

*If concerns arise, contact 2 members of the Executive Board as soon as possible.

Reporting Violations:

If you witness or experience behavior that violates this Code of Conduct, please report it in writing marked code of conduct concern to cmrsmixedrace@gmail.com and include a minimum of 2 members of the Executive Board in the first instance, stating the name of the person accused, nature of complaint, dates and times, witnesses, and action taken. Reports will be handled with discretion, sensitivity, and prompt attention.

To handle complaints, a Code of Conduct Committee should be formed, normally 3 people (a Chair and 2 regular members), to avoid potential conflict of interest and work overload as well as transparency if only handled by one person.

Enforcement:

Violations of this Code of Conduct may result in disciplinary action, including but not limited to warnings, suspension, or expulsion from the organization. Alleged illegal activity should be reported to law enforcement.

Acknowledgment:

By being associated with CMRS, we acknowledge and agree to adhere to this Code of Conduct. We believe that, collectively, we can create a positive and inclusive community that reflects the values of our organization.

Review and Revision:

This Code of Conduct is a living document and may be revised periodically. Members will be notified of any changes, and their input may be sought during the revision process.

CMRSA Mission Statement:

Critical Mixed Race Studies (CMRS) Association is a collective of scholars, artists, community activists, clinicians, and students whose work analyzes and critiques social, cultural, and political institutions based on dominant conceptions of race. CMRS emphasizes the fluidity of racial identity and other intersecting identities to critique processes of racialization and social stratification. CMRS works to undo local and global systemic injustice rooted in systems of racism and white supremacy through scholarship, teaching, advocacy, the arts, activism, and other forms of social justice work.