SKP Inclusive Community Values and Standards Guidelines

Effective Date: 28.01.2026
Review Cycle: when applicable

Our Shared Expectations

At SKP our goal is to co-create an organisational culture that fosters meaningful engagement, learning and a safe and supportive working environment for all. These guidelines are a living document and you are encouraged to contribute to them as we grow together.

Respect Diverse Identities and Experiences

Everyone brings unique identities and lived experiences. Engage in dialogue with openness and respect. All personal experiences are valid and not up for debate.

Trust the Process

Practice honesty with yourself, your peers, and your managers. Growth takes time, vulnerability, and courage.

Listen with Empathy, Share with Intention

Empowerment and collective energy are nurtured through respectful communication and mindful sharing.

Speak from Your Experience

Use “I” statements to express your perspective. Avoid generalising the experiences of communities or groups.

Monitor Your Comfort Level

Check in with yourself. If you need support, reach out to the project manager or the director, we’re here for you.

Be Aware of Non-Verbal Cues

Body language and facial expressions also communicate. Be conscious of how your non-verbal actions may affect others.

Extend Respect Online

These guidelines also apply to online interactions (e.g., social media Zoom, email). Use these platforms with the same care and respect as in-person spaces.

SKP'S COMMITMENT TO YOU

Clear & Transparent Communication
We will share information and expectations openly and honestly.

Openness to Growth
We welcome new ideas and approaches, and we're committed to evolving our practices.

Growth-Oriented Facilitation
We teach and lead with integrity, challenging ideas to support development, never to cause harm.

Support Beyond the Space
We'll help connect you with a broader network of support, especially for those from underrepresented or marginalised backgrounds.

Addressing Harm
We will identify and interrupt harmful behaviours, and approach them with accountability and care.

Timely Updates
We'll communicate changes, decisions, and developments in a timely and respectful manner.

Zero Discrimination Policy
We do not tolerate discrimination of any kind, including based on gender, religion, beliefs, or identity.