**OSSSG community guidelines**

To ensure that members feel comfortable participating in our group, we ask you to follow the following guidelines when interacting in this group, whether this is on Slack, during our biweekly sessions or outside of, but related to, our group. Briefly, we aim to create a space where we can come together to learn about open science practices and support each other in dealing with the frustrations and issues we face in a vulnerable, humble and mutually supportive way. To make the space welcoming to all, we use inclusive language, acknowledge our privileges, share the discussion space, refrain from making judgements, make space for a wide range of perspectives and emotions, and hold ourselves and others accountable. In line with the spirit of Open Science, this group aims to be collaborative, transparent and acknowledging of individuals’ contributions.

In more detail, we aim to uphold the following values and principles in this community:

* + **We hold a non-judgemental space:** Talking about open science practices often brings up weaknesses, mistakes or neglect not only in science in general, but in our own research practices. In our opinion, making science more transparent and open requires us to be honest and humble about the ways our research practices are less than optimal. This is not something to be ashamed of, or to shame others for. We are all in this space to learn and find better ways to conduct our projects.
  + **We encourage curiosity and discussion:** Many issues in academia are grey, rather than black-and-white, and sometimes common research practices are actually problematic, so we would like to encourage everyone taking part in this project to share their perspectives and question anything, even if it seems well accepted or normal. Ask questions when you don't understand something or are not familiar with a concept that is being discussed. Sometimes people with less experience notice issues that experts have become used to.
  + **We share the discussion space:** Try to express your thoughts and questions concisely, so everyone can have the chance to share and be heard. Avoid interrupting others when they speak.
  + **We value diversity and aim to create an inclusive environment:** A diverse group of participants is essential for getting a complete picture of a topic, and therefore for the critical discussion of it that includes multiple angles and perspectives. We encourage everyone to share their experiences, especially when they diverge from what has already been contributed, and expect participants to welcome perspectives different from their own. We acknowledge that systemic inequalities drench our everyday environments, and that some of us hold unearned privilege due to our race, gender, ability, sexual orientation, gender identity, socio-economic status and/or other personal characteristics and their intersections, while others are disadvantaged. We aim to actively counteract these inequalities by acknowledging them explicitly, keeping track of the diversity of the materials used and the persons participating and presenting in our group, and addressing any gaps in representation, instances of discrimination, use of inappropriate language and microaggressions. At the same time, we recognize our limitations in identifying, preventing and addressing such inequalities, and welcome feedback on how to improve our practices.
  + **We use inclusive, respectful language:** Be considerate of how the language you use may impact others. Violent language, threats, demeaning jokes, intimidation and exclusionary comments, involving, but not limited to race, sex, gender, ability, sexual orientation, gender identity and socio-economic status, have no place in our space. Even if you mean well, your statements might still have a real, negative influence on others.
  + **We hold ourselves and others accountable:** We follow the accountable spaces guidelines put forth by the AROC. In brief, we are open to critical self-reflection, avoid making assumptions about other people, consider our privilege and potential power dynamics that might be present, and apologize, listen and adjust our behaviour when we say something problematic. When we see something inappropriate happening, we speak up, or, if we don't feel comfortable intervening, we find other ways to address the situation. For example, you can contact the OSSSG’s conflict resolution response team – see … for contact info.
  + **We prioritize health and mental well-being:** Graduate school is stressful, and life can take all kinds of expected and unexpected turns, so it’s okay not to feel okay sometimes. In our group, we welcome everyone as they are in the moment, there is space for all emotions – except those harmful to others. We aim to make this a space where people do not feel they have to pretend to be fine when they are really not, a space where everyone can share and find support, whether it is about open science or not.
  + **We do not tolerate harassment:** Consent is explicit, conscious and continuous, never implied. Unwanted physical contact, sexual attention, repeated unwanted social contact and any other kind of harassment are unacceptable. Ask the person in question if you are not sure whether your behaviour towards them is welcome or not. When someone tells you to stop, stop. Not following these guidelines will have consequences, and can lead to temporary or permanent removal from the group (see OSSSG’s Conflict Resolution document for the procedure).
  + **We respect the privacy and safety of others:** To ensure that people can safely engage with our group, we ask that you do not share the information shared in this group (either verbally or written) or photograph others without their permission. Doxing, i.e. publicly sharing (or threatening to share) private and/or personally identifying information without the permission of others is a form of harassment, and will be addressed as such.
  + **We value collaboration over competition:** Our group is a space where we come together to learn, where we let go of the competitive nature of grad school and academia in general. We are all capable human beings, with our own strengths and limitations, and we can achieve the most when we collaborate and help each other. This space is not about who is ‘best in open science’, but a place to find and give support to each other. Every step taken towards making science more open is great, and we appreciate and celebrate each one.
  + **We give credit where credit is due:** While our group, just like Open Science, greatly values sharing and collaboration,this does not mean the contributions of individuals should go unnoticed. On the contrary, we aim to acknowledge all contributions to our group, and encourage members to share their work through Open Science channels/using licenses, because we believe such sharing can lead to greater use and recognition of your work.
  + **We value transparency and ongoing feedback:** In our group, we aim to make decisions and our organizing process transparent, and to continuously engage with members to receive feedback on our group and how we might improve.

**Online Community guidelines (Slack)**

* If you are replying under a specific thread, keep comments focused on the topic at hand. If you have a comment not associated with the topic, please share it in the “socials” thread.
* Be aware that comments posted in public slack channels will be visible to all members. Do not post personal comments that you would not want public members to know.
* Direct Messaging is available, and is promoted for side-topics amongst a group, and one on one conversations, when the comments are not applicable to public threads.
* All comments will be held to the standard of the general community guidelines. Please see: we do not tolerate harassment; we use inclusive, respectful language; we value diversity and aim to create an inclusive environment; we hold a non-judgemental place.
* External links related to the discussed topic are allowed in the appropriate thread, otherwise they are only prohibited under the “socials” thread.
* Avoid speaking in “CAPS LOCK”. Use appropriate language when engaging in community threads.
* Failure to follow these guidelines can result in a temporary suspension of privileges as agreed upon by the Feedback community, and continued breach of rules will result in a permanent ban.

**Sources used for online community guidelines:**

* [**https://www.getopensocial.com/blog/community-management/setting-community-moderation-guidelines**](https://www.getopensocial.com/blog/community-management/setting-community-moderation-guidelines)
* [**https://www.bangthetable.com/blog/7-guidelines-for-online-content-moderation/?creative=414216732423&keyword=&matchtype=b&network=g&device=c&utm\_source=google&utm\_medium=cpc&utm\_campaign=Canada%20-%20Engagement&utm\_term=&hsa\_acc=5736987729&hsa\_cam=6945294930&hsa\_grp=90793961943&hsa\_ad=414216732423&hsa\_src=g&hsa\_tgt=dsa-19959388920&hsa\_kw=&hsa\_mt=b&hsa\_net=adwords&hsa\_ver=3&gclid=CjwKCAjww5r8BRB6EiwArcckC641CG-8Dsf5tRKP3WBFPaDmK3hKw6CFKBK35N78Z5sA9c-86pzI5BoCdg8QAvD\_BwE**](https://www.bangthetable.com/blog/7-guidelines-for-online-content-moderation/?creative=414216732423&keyword=&matchtype=b&network=g&device=c&utm_source=google&utm_medium=cpc&utm_campaign=Canada%20-%20Engagement&utm_term=&hsa_acc=5736987729&hsa_cam=6945294930&hsa_grp=90793961943&hsa_ad=414216732423&hsa_src=g&hsa_tgt=dsa-19959388920&hsa_kw=&hsa_mt=b&hsa_net=adwords&hsa_ver=3&gclid=CjwKCAjww5r8BRB6EiwArcckC641CG-8Dsf5tRKP3WBFPaDmK3hKw6CFKBK35N78Z5sA9c-86pzI5BoCdg8QAvD_BwE)

Sources used in writing up Community guidelines:

* [NeuroHackadamy 2020 Code of Conduct](https://docs.google.com/document/d/18ae1FNDib9fTEgm_qk2eZRw8UMjthGjqB_AEMsELJfo/edit) by Kirstie Whitaker and the Neurohackademy organising committee (licensed under a Creative Commons Attribution 4.0 International (CC BY 4.0 CA) license)
  + Attributions:
    - * This code is adapted (lightly) from the [Alan Turing Institute Data Study Group Code of Conduct](http://bit.ly/DSGCodeOfConduct) which was itself heavily adapted from the [Citizen Lab Summer Institute 2017 Code of Conduct](https://citizenlab.ca/summerinstitute/codeofconduct.html) and used under a [CC BY 2.5 CA license](https://creativecommons.org/licenses/by/2.5/ca/). We really appreciate the work that they put into creating such a well-considered process.
      * Parts of this Code are based on [the xvzf Code of Conduct](http://xvzf.io/), [the Contributor Covenant](http://contributor-covenant.org/), [the Django Code of Conduct and Reporting Guide](https://www.djangoproject.com/conduct/) and we are also grateful for [this guidance from Ada Initiative](https://adainitiative.org/2014/02/18/howto-design-a-code-of-conduct-for-your-community/).
* CommunityWise Anti-racist Organizational Change: Resources & Tools for Nonprofits – Accountable spaces guidelines
  + This work is licensed under the Creative Commons Attribution-ShareAlike 4.0 International License.
* University of Calgary, department of Psychology, department values
  + <https://arts.ucalgary.ca/psychology/about>