

RIIS Belonging Policy

Ronin Institute of Independent Scholarship ('RIIS') is an organization that celebrates the rich diversity of all the places in the world that RIIS and its scholars live and work. Our pursuit towards truth and empathy is deeply connected to our policies encouraging diversity, equity, inclusion, accessibility, and respect for indigenous sovereignty to create a sense of belonging for all members. RIIS policies are essential to foster a convivial environment of belonging. RIIS acknowledges that in order to make meaningful change and have significant impact, it is important that our work represent and reflect the diversity not just within North America and Europe but humanities marginalized voices throughout the entire world.

RIIS and its board of directors, agree to be guided by these principles and pledge that they will be reflected in our vision, mission, strategic planning, programming, governance, and board composition. RIIS is committed to creating an environment that is diverse, inclusive, equitable, accessible and respectful of indigenous local context where all staff, RIIS scholars, partners, vendors, and board members are treated with respect and dignity. Our commitment also extends to programs we develop and support.

RIIS and its officers, directors, members, employees, and persons served by RIIS shall be selected in a non-discriminatory manner with respect to race, color, sex, language, religion, political or other opinion, national or social origin, property, birth or other status such as disability, age, marital and family status, sexual orientation and gender identity, health status, place of residence, economic and social situation. RIIS recognizes that its organizational effectiveness is enhanced when diversity is reflected and protected throughout the organization both at a governance and staff level.

Truths: RIIS members from all disciplines shall seek truths in pursuant of a better understanding of our world. RIIS expects that scholars will be honest and thoughtful, both in scholarship and in their interactions with the community and world at-large.

Empathy: RIIS expects members to interact in a spirit of kindness, generosity, and patience. We are a highly interdisciplinary and international community with a broad variety of members' perspectives and backgrounds. Empathy demands that one act in good faith and assume good faith from others.

Local Context: RIIS aims to support effective and recognized pathways for implementing and maintaining Indigenous data rights and to facilitate ethical relationships that enable collaboration with stewards of Indigenous intellectual property, cultural and other heritage, genetic resources, and knowledge.

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RIIS expects members to read, understand and abide by our founding values in all their interactions and scholarship. RIIS will not tolerate discrimination, biases, harassment, or bullying of any kind.

Diversity: For the purposes of this policy, diversity refers to race, color, sex, language, religion, political or other opinion, national or social origin, property, birth or other status such as disability/abilities, age, marital and family status, sexual orientation and gender identity, health status, veteran status, place of residence, economic and social situation. It also incorporates distinctions in backgrounds, beliefs, ideas, thought and values.

Equity: Equity requires working from a place of integrity, impartiality, and objectivity. RIIS believes that establishing and maintaining an environment where equity and mutual respect are embedded in our work and interactions, will manifest success-oriented, collaborative, and compassionate work groups where people thrive. RIIS seeks to ensure all members have the opportunity to contribute, develop, and grow despite historical, structural, legislative, racial, and socio-economic inequities.

Inclusion: RIIS strives to foster a culture where every member of our institute feels valued, respected, supported, and inspired to achieve individual and common goals, encouraging the full participation in the life and leadership of the RIIS. RIIS understands the importance of inclusion and works hard to respect everyone, acknowledge and value differences, and use those differences to strengthen our intellectual capital.

Accessibility: RIIS is committed to ensuring that its organizational tools and website are accessible to people with varying abilities. All the pages on our website will meet W3C WAI's Web Content Accessibility Guidelines 2.1, Level AA conformance.

Belonging: Finally, it is the experience of belonging in which each scholar is being wholly accepted and included by those who are members of RIIS. Belonging involves engaging the full potential of an scholars where innovation can thrive, beliefs and values will be respected, grounded in truth and empathy, and reinforced by the wealth of knowledge we gain from our diversity, equity, inclusion, and accessibility. RIIS is committed to acting with compassion and kindness to creating an Institute which provides psychological safety and actively welcomes, connects, and values everyone.

Adopted by the RIIS Membership this _____ day of _____, 2024.

I, the undersigned, being Secretary of the Corporation, hereby certify that the above is a true, complete, and accurate copy of the Bylaws adopted by the Membership.

Secretary

Date