

NATIONAL RETREAT POLICIES

CONFIDENTIALITY

We rely on confidentiality to create a supportive and challenging space for young people with wealth and class privilege. It is very important that you respect everyone's experience and take the confidentiality of the retreat seriously.

Confidentiality at RG national retreats means:

- **What's said here stays here.** This is an intentional and unique space created to support young people with wealth and class privilege.. People are sharing personal experiences in a particular moment and with a particular group of people. It's up to them, and only them, to decide when to share their experiences in the future. Speaking from one's own experience is a good guideline to follow. Retreats can be amazing and transformative weekends that we hope you can share, but make sure you are sharing your own experience!
- **When talking about RG retreats, please do not share people's names.** Again, speaking from one's own experience is a good guideline to follow.
- **If you see a young person with wealth who you met at an RG national retreat** at another venue, please do not announce that you met at the retreat or point out their wealth status.
- **Contact information of young people with wealth is not to be shared** with other individuals or organizations.

Why do we ask that you not share names? Every person has a different relationship to and experiences with wealth. Being open about having class privilege and wealth can be new and intense. Participants may have people in their lives that may not know they have class privilege/ money. We create this additional layer of confidentiality to allow participants to be open with people in their lives at their pace and in the way that makes sense for them. But this is a safe space where we can talk about these challenges! Start these conversations and you may find many people openly connected to Resource Generation. We are building a community of Resource Generation members and would love for each of you to be open active members!

Confidentiality is a big deal! We have worked hard to create a supportive space at this retreat where everyone can take risks and have the difficult conversations that are hard to start in the other spheres of our lives. Discussions around confidentiality are important and ongoing, so please have them and feel free to approach RG staff with any questions or concerns.

NON-SOLICITATION POLICY

In order to create a supportive space for young people with wealth to explore their relationship with class, money and privilege move towards action, at RG we strive to be incredibly mindful about how, where, and why soliciting funds from each other can and should happen. We are experimenting with some new ways of framing this. Thank you for being part of this evolution.

It is the policy this year to host some specific containers for having open conversations about fundraising; otherwise, we ask that folks do not solicit funds from each other.

The following are spaces appropriate for conversations related to solicitation. With all of these spaces, the goal is to educate and inform - any formal pitches or specific commitments should happen in follow-up conversations after the conference.

- **Workshop follow-up:** Sign-in sheets will be passed around at all workshops. If you are open to being followed-up with by the presenters and the organizations they represent, which includes fundraising appeals, please check the appropriate box. This way, as participants learn and have their interest piqued by what they're learning, transparent follow-up can happen in which money can authentically be part of the conversation.
- **Consulting Cafe:** At the Consulting Cafe we encourage all parties to proactively share information on investing and funding with the goal of participants learning their options. If you share your contact information with the consultant on the follow-up form, you are inviting the consultant to reach out to you. Follow up may be a fundraising invitation.
- **Open Space:** Folks are invited to organize an Open Space that addresses a need for funding or investing; that invites attendees to join a giving circle or listen to a pitch for a specific project. It is the responsibility of the organizer of the Open Space to make it clear up-front that there will be pitching in the space by writing "Solicitation space" next to their Open Space title, so people can opt in appropriately.
- **Consensual 1:1 conversations:** As with any topic, if someone you are talking to demonstrates interest in learning more, or you want more information about a funding opportunity, ask if you can share more or have more information. The goal is to educate and inform; any specific pitches or amounts should be in scheduled follow-up conversations.

As with all policies and protocol, this is ultimately about creating a supportive space for young people with wealth to learn and move toward action. Issues of wealth, privilege, fundraising, and solicitation impact participants in varied ways. To support our goals for RG and for our national retreats, we ask that all people here adhere to this policy. We are grateful for your support and for learning and evolving with us.

For examples of Do's and Don'ts & Guiding Principles, which informed this policy, check the back of of the Program Book!

If you have any questions or concerns, please bring them to Jessie Spector, RG's Executive Director.

PHOTO POLICY

As part of Resource Generation's larger Confidentiality and Non-Solicitation Policy, we have written a set of guidelines for photographs and media documentation at our national retreats.

We realize that RG national retreats are often held in beautiful locations, where we are reconnecting with a lot of old friends, or making some new ones, and it presents some great photo opportunities! Even when not traveling with a camera, a lot of us are accustomed to taking photos using smart phones; since these devices will inevitably be at the retreat, we've created these guidelines to help you use them without violating any of the confidentiality we honor in all RG events.

- **Yes:** photos in small groups, (such as pods, nature walks, in your room, etc), WITH the permission of everyone in the photograph. If you want to put the photograph on the internet, you also need permission to post it.
- **Yes:** photos of the scenery, conference center, conference materials. If you take a photo of any conference materials, such as communal notes recorded during a workshop and hanging on the wall, or the communal bulletin board, be very careful that no names or identifying content is showing.
- **No:** photos of any programming. This means workshops, plenaries, and group spaces like the talent show.
- **No:** photos in the dining facility.

Last, remember that RG staff or other official photographers will be taking photos throughout the weekend. If you don't want to be in a photograph, just say so! RG uses photographs of the conference in our media and outreach, such as on our website, our facebook page, and in our emails. However, we will have a non-consent form for people to sign at the conference. So if you don't want to be in any of those photos, just let us know by signing a non-consent form and handing it to an RG staff member.

RACIAL JUSTICE STATEMENT

Racial Justice: What is it?

A definition of the term “Racial Justice,” from the Race Forward (formerly Applied Research Center):

“Racial Justice is the systematic fair treatment of all races, resulting in equal opportunities and outcomes for all.”

Resource Generation adds to that definition: Racial justice means that people of all racial heritages have equal power, opportunities and access in the world. All people feel equally seen, heard and respected. The cultural influences and practices of all ethnic groups are equally recognized, valued and centered.

What is RG’s Approach to Racial Justice Work?

RG uses an **equity-focused approach***, which means that we acknowledge that all people have not started from an equal playing field, and that we need to proactively undo the cumulative effects of historical oppression, including racism. An equity-focused approach is about impact, about outcomes that change people’s opportunities and access to power. We need to focus on **systems**, proactive **strategies and solutions**, and **consciousness and action.****

* framework from Race Matters Toolkit developed by the Annie E. Casey Foundation

**from the Race Forward (www.raceforward.org)

Resource Generation believes that....

1. **The history of wealth disparity and accumulation is a racialized history.** RG exists in a time of vast economic disparity. The history of the unequal distribution of wealth in the U.S. is a history of racism; to this day the average family of color has less than 10 cents on the dollar compared to the average white family. It is impossible to separate the two—race was

constructed for the economic gain of white people at the expense of people of color. As we work to address and shift the unequal distribution of wealth we will use the knowledge of this history to understand our unique positions in the economic system and to inform our current and future work for change.

2. **We believe in security and asset building for all.** It is important for all communities to have economic safety and security. That said, there are vast differences in the scale of wealth accumulated by white people and by people of color. With a racial justice lens, we have a more nuanced understanding of the the impacts of structural racism, and the needs of particular communities to build more assets for overall prosperity.
3. **We believe in strong multi-racial leadership at the forefront of RG's work.** We are committed to facilitating each participant's learning at the intersection of their racial identity and class background. Resource Generation is organizing towards a world where land, wealth and power are equitably distributed. This world, by definition, is a world without racism. We are part of a global movement working for this vision, and people with wealth committed to justice have a particular role to play. Working for racial justice can look different for communities of color and white communities. White communities need skills and analysis to organize their families and communities for racial justice. Communities of color need to understand the role of class privilege in serving as a wedge against solidarity with our poor and working class communities.

Some questions to think about while you're at the retreat:

- How does racism show up in and affect the history of money in your life and family?
- What parts of your ethnic and cultural heritage give you strength to work for social change?
- What is one action you can take that promotes racial justice?

This is a work in progress. If you're excited about RG's racial justice work, let us know! We would love your input and help. Talk to any of the following folks with questions that come up about racism and racial justice.

GENDER JUSTICE STATEMENT

Being an Ally to Transgender and Gender Non-Conforming Participants

We embrace sexual and gender diversity. We seek to build a world where people of all sexual orientations and gender identities can enjoy complete freedom and gender expression, in order to live without fear of cultural or legal penalty, health discrimination or violence.

We ask that you respect how people self-identify their gender and the gender pronouns they use to describe themselves (gender pronoun examples include "her," "ze," "him"). During introductions we will all share our gender pronouns. You might also want to ask what pronoun(s) a person would like you to use when referring to them. We ask that you don't assume an individual's sex, sexuality or gender identity based on their appearance and that you don't ask about anyone's bodies, genitalia, or sex lives. (Modified from the 2010 US Social Forum Policy)

A lot of this terminology might be new for some of us! Please seek out any of the RG staff or Planning/Host Committee member if you have questions, or you just want to talk more about it.

All-Gender and Gender-Specific Restroom Policy

In solidarity with our transgender and gender non-conforming participants we have designated a number of restrooms to be open to people of all genders. There will be signs on all bathrooms.

CHALLENGING ABLEISM STATEMENT

RG's commitment to challenging ableism

"The weight of inaccessibility is not logistical. It is not just about ramps, ASL interpreters, straws and elevators. It is a shifting, changing wall—an ocean—between you and I. It is just as much feeling and trauma as it is material and concrete. It is something felt, not just talked about....It is knowing that no matter how the conditions around me change, my body will still not be able to do certain things—it will still need other people, it will still signal dependence, it will still be disabled."

- Mia Mingus

RG believes in a framework that challenges the pervasiveness and complexity of ableism.

Ableism, broadly, means discrimination or social prejudice against people with disabilities.

Ableism has been an often silent backdrop that touches all oppressions. We know that confronting this in our own RG space is an ongoing process and strongly believe justice and wholeness for all people and communities must be at the center of our work.

Disabilities are not always visible, and access comes in many forms. For example, being sensitive to strong scents, or having a chronic illness. Avoid making assumptions about others' ability levels and needs. As a community, we are committed to holding space for every person's full participation, understanding that how we are able to engage often looks different for everyone. We also believe that how we understand and approach access is intricately linked to bodies and privilege. In order to build a more just world, we all have a role to play in restructuring the systems of oppression that limit any and all of our participation.

Please find an RG staff person if you have questions about this statement, or if you would like to talk to someone about specific ability or mobility needs while at the conference.

PERSONAL SPACE AND CONSENT AT RG EVENTS

At RG national retreats, we encourage everyone to build real relationships and close community. This can heighten both our inclination toward physical communication and our need to maintain personal boundaries. We recognize that while some of us are comfortable being hugged, touched, and building community through sharing our personal space, others of us feel more comfortable maintaining our personal space. Still others of us fall somewhere else on that spectrum.

Please be conscious about how and when you enter the personal space of other participants, and recognize that sometimes this means obtaining verbal consent for physical contact. If an incident occurs at the retreat, in which you feel that your physical boundaries have been crossed, we encourage you to talk to an RG staff person. If there are additional ways that we could support your physical and mental participation in the space, please let us know.

ALCOHOL/SUBSTANCE POLICY AT RETREATS

We believe in a harm-reduction approach to alcohol and other substances, which generally means that what people decide to do with their bodies is their choice to the extent that it doesn't harm others. We understand that strong emotions may come up during the retreat as we may talk about raw and challenging topics, and people have different ways of dealing with these feelings. We also understand people may be in recovery from addiction to drugs and alcohol, and we want to be mindful and supportive of that as well. We are trying to create a space that is as safe and supportive as possible for everyone.

We ask that participants only consume alcohol or substances in private spaces that are not designated as "substance-free." Check in with those around you before consuming. Before inviting anyone back to your room or drinking in your room, please have a conversation with your roommate(s) that allow for everyone to state their comfort levels and needs for your shared space. The retreat will provide beer and wine at the Saturday night party only, where there will also be a substance-free space. Be mindful that we are all representing Resource Generation in our actions and that we have a collective responsibility to ensure that this space feels comfortable for everyone.

If you have any questions about the alcohol and substance policy, or would like to talk to someone at the retreat regarding a specific need or situation, please find an RG staff person to direct you to the appropriate point person.

There will be materials to self-organize an Al-Anon Group meeting in Open Space. Please request these materials from an RG staff person, if you have interest in hosting this meeting.

Al-Anon Group meetings are for the the friends and family members of problem drinkers to share their experiences and learn how to apply the principles of the Al-Anon program to their individual situations. They learn that they are not alone in the problems they face, and that they have choices that lead to greater peace of mind, whether the drinker continues to drink or not. - Al-Anon website

FRAGRANCE-FREE POLICY

RG is committed to making the retreat space accessible safe for everyone who wants to attend. Like environmental allergies to pollen, cat dander, mold or smoke, some people are sensitive to airborne chemicals. This syndrome is most commonly known as Multiple Chemical Sensitivities (MCS) and Environmental Illness (EI). Like smoking next to someone with asthma would make that person sick, wearing perfume or scented laundry detergent next to someone with these chemical sensitivities can make them sick. The most common symptoms are dizziness, nausea, headaches, migraines, fatigue, and difficulty breathing. We ask that, when packing for RG

national conferences, you are mindful that some participants are sensitive to the chemicals and scents that most of us casually utilize and interact with every day.

While the retreat center is not an explicitly scent-free facility, they are mindful of using natural and scent reduced cleaning products when possible. Similarly, we are requesting that participants make an effort to adopt a scent-free routine for the conference. We ask that participants are scent-aware when packing, meaning, when you can eliminate a chemical or scent that you might have otherwise brought into the space, please make an effort to do so!

Minimizing chemicals and scents can be a lot to keep track of, so here are a few helpful tips to follow:

1. Wash your clothing in scent-free detergent before bringing them to the retreat
2. Leave perfume and essential oils at home when you can
4. See if you can switch out scented hair and body products for unscented ones
5. Swap scented markers, Sharpies and highlighter pens for unscented ones
6. Minimize use of gum and breath mints at the retreat.

Even if you take these precautions, please be understanding if someone is reactive to a fragrance and has to move away from you during any RG event. And if you have any questions, please talk to an RG staff person to direct you to the appropriate point person.

Take a look at these websites for more ideas:

[Brown Star Girl's Fragrance-Free Gemme of Colour Realness 1.5](#)

[East Bay Meditation Center's Fragrance-Free page](#)

