

SE Uplift Supports the Women of Richmond

SE Uplift wishes to express full support for the four actions requested of Richmond Neighborhood Association board members by women of the Richmond Neighborhood Association Board.

SE Uplift recognizes that creating a safe space for all board members to participate is an important value for our community. SE Uplift also recognizes that a hostile, bullying and negative environment diminishes women's participation in civic institutions. Therefore, it is each board member's responsibility to create an atmosphere of respect, trust and collegiality, and is a condition of board service.

SE Uplift believes that each board member must:

- Create a safe space for everyone, including women and all others who are under-represented, to fully participate on the RNA Board. Foster an atmosphere of collegiality and respect. Recognize that an atmosphere of conflict, negativity, bullying and hostility tends to diminish women's voices and participation.
- Treat all board members with dignity, respect and compassion. Assume good intentions of others and listen to understand. Recognize and welcome diverse perspectives without negative judgments.
- Strive for collaboration. Work to build trust with Board members and use interpersonal skills to resolve issues in an amicable manner. Recognize that all forms of intimidation, including threats, accusations, and attempted power manipulations, diminish women's participation and are harmful to both the community and Board effectiveness.
- Become an ally to the women on the Board (and all women). When you witness a woman being attacked, threatened, bullied, shut down, or dismissed, intervene to call out the situation and interrupt it.

SE Uplift understands that women on the RNA board have faced intimidation and rude, dominating behavior, and that women on the RNA board will not tolerate this type of hostile dynamic any longer. SE Uplift understands that women on the board have been accosted by community members who have had vast misconceptions about their integrity and work. SE Uplift understands that women on the board have no longer felt safe walking alone in their neighborhood after several incidents of being targeted or threatened. It is deeply upsetting to see well-intentioned community volunteers face unwarranted negative judgement and hostility.