

## APA Indiana Inclusion Policy

It is the goal of APA Indiana to present meaningful and relevant educational opportunities to our membership through education and professional development offerings throughout the year.

We aim to:

- Create safe spaces for all voices to be included, heard, and respected.
- Acknowledge that people have different identities, backgrounds, and experiences and value the collective power of those differences.
- Require behaviors that promote equity, diversity, and mutual respect

We ask that attendees participating in an APA Indiana event abide by the following Ground Rules:

- Participate fully, actively, and constructively.
- Include all voices and be aware of sharing available time.
- Practice active listening (listen to understand both emotion and intent).
- Respectfully engage one another by asking questions and focusing on ideas, not people.
- Refrain from personal attacks.
- Accept the right to pass or withdraw during any discussion.
- Understand that emotion is normal and accepted.
- Speak from their own experience instead of generalizing (“I” instead of “they,” “we,” and “you”) and avoid invalidating others’ stories and experiences.
- Use [inclusive language](#).
- Be conscious of body language and nonverbal responses—they can have the same impact as words.
- Allow people to acknowledge, address and learn from mistakes.

These rules are intended to explain the standard of behavior that we expect our attendees to adhere to at all APA Indiana events. Please be advised that APA Indiana will hold participants accountable to the above standards, and all APA Indiana sponsored events and communications are subject to the [AICP Code of Ethics](#).