

## **SAFE SPACE CLAUSE**

We believe that all should be welcome at MIT, regardless of race, ethnicity, religion, parental status, sexual orientation, gender identity, or disability.

At THRIVE, we organize events to equally allow minorities and their allies to participate and do not differentiate between the two groups. Specifically, we recognize that every individual's path to recognizing and expressing their sexual orientation and identity is different. Therefore, we will never discuss or disclose anyone's sexual orientation or identity without their explicit permission. Additionally, permission given once does not mean permission given always. In this way we hope to advance the success of individuals and increase their ability to advocate for themselves and others.

We will work towards building communities within the department to combat isolation based on diverse characteristics of individuals. Additionally, we recognize that some individuals belong to a number of minority groups which can add a level of complexity to a sense of identity. No one needs to feel alone.

We believe that it is our place to advocate to the upper administration for policies that promote the success of all students currently at MIT and for fair hiring practices for all those who want to come here. To accomplish this, we hope to create a space to express successes and frustrations as we all share our diverse set of experiences and viewpoints. We do not expect every individual from a certain minority group to have the same experience and will work towards showing the variety in experience as we advocate to the department.

THRIVE strives to be an organization that can learn from its mistakes but will not deviate from its core values of inclusion and equity for all. In order to achieve this goal, the Safe Space Clause is a living set of values and will be amended and changed to proactively serve the EECS community.