


# Red Voices Group Guidelines

- **Health**  Our work conditions are precarious: no paid sick days, canceling clients might mean not making rent that month, the high physical and high energy labor that sw requires. And some of us work with clients with disabilities or elderly people. So despite our Covid regulation fatigue let's be a little prosocial towards one another's health, don't attend meetings if you're sick and keep some distance from the group if you're recovering or think you're coming down with something. At the same time, let's also recognize that viruses and bacteria are part of life and that being together in groups always carries a risk.
- **Speak from personal experience.** When participating in group discussions, please speak from your own experiences rather than suggesting how others should think, feel, or behave. Try to refrain from judging others, you have no idea where they're coming from or what they've been through.
- **Share opinions respectfully.** You can state your opinions and justify them with arguments, but remember that it's not your job to convince anyone. Everyone is entitled to their own perspective. Try to speak from a place of support and empathy rather than aggression and defensiveness. Treat other group members with respect and refrain from personal attacks.
- **Creating space.** If you are extroverted and participate easily in group discussions, be mindful to create enough space for others to speak up as well. Allow the whole group to feel included in the discussion.
- **Awareness of diversity.** We are a diverse group with varying backgrounds, privileges, abilities, neurodiversity, ethnicities, gender and sexual orientations, ages, experiences etc. Awareness of these differences goes a long way. In addition, let's not contribute to stigma by falling into the trap of the whorearchy — **attaching varying levels of social status and legitimacy to different types of sex work/sex workers.** Keep this especially in mind when discussing e.g., rates, marketing styles, and ways of working: check your privilege.
- **Active listening.** Practice active listening by giving your full attention to the person speaking and considering their perspective before responding. After someone shared, see if you can ask what they need first before jumping in with a solution or an opinion, perhaps they just want to feel heard or have a hug. If you do not understand someone's point, ask for clarification rather than making assumptions.

- **Confidentiality.** Respect the confidentiality of the group. What is shared in the group should stay in the group to create a safe space for open discussion.
- **Sensitivity.** Raising your voice, tapping others or grabbing someone's arm to make a point (or touching in general without checking for consent), incessant monologuing etc can be unpleasant for other group members. Observe your environment and be aware and sensitive to the needs of the group.
- **Openness to feedback.** Please remain open to feedback from the group and view it as an opportunity for growth. We encourage everyone to reflect on any suggestions and be willing to adapt behaviors to support a respectful and supportive environment.