Community Agreements

AfricanIntellect.club · November 2026

We gather to educate, entertain and empower. Our community is centered on Black, Brown and Indigenous peoples across the Portland metro and Vancouver area, and our events are open to everyone who comes in good faith. These agreements are how we keep our spaces safe, joyful and ours. They apply at every club event, at events we host with partners, and in our online spaces: our social media, group chats, Discord, the Gallery, the Directory and Blknws.

By joining us, you agree to hold these agreements with us. Hosts read them at the start of events and every director and volunteer is responsible for them.

1. We show up for each other

- **Everyone belongs here.** We welcome people of every race, ethnicity, color, national origin, language, immigration status, religion, sex, gender identity and expression, sexual orientation, disability, age, body size, class, housing status and background.
- **Black lives, Black women, Black queer and trans lives matter here,** fully and without apology.
- **Elders and young people both have something to teach.** We make room for every generation.
- **Ask before you touch,** hug, dap, dance up on or photograph someone. Consent is an enthusiastic yes, and it can be revoked or change at any time.
- **Take space, make space.** If you talk a lot, leave room. If you're quiet, your voice is wanted.
- **Use the names and pronouns people give you.** If you get it wrong, correct yourself and keep it moving.
- **What's shared here stays here.** Take the lessons, leave the names and the stories.

2. Discrimination is not welcome

Discrimination is treating someone worse, shutting them out, or speaking about them as less than because of who they are (any of the identities in Section 1). This includes:

- slurs, jokes or "just playing" comments that put down a group of people

- anti-Blackness, colorism, homophobia, transphobia, misogyny, misogynoir, ableism, xenophobia, antisemitism, Islamophobia and anti-Indigenous racism
- refusing to work with, serve or include someone because of who they are
- questioning someone's gender, sexuality, disability or belonging

3. Harassment is not welcome

Harassment is behavior that makes someone feel unsafe, unwelcome or targeted. This includes:

- unwanted sexual comments and contact, including "come-ons"
- following someone around a space, cornering them, or blocking entrances
- preventing someone from leaving the space
- threats, intimidation, insults or yelling at someone
- photographing or recording someone who said no, or posting them without permission (see our Communication and Media Consent Policy)
- outing someone, or sharing their personal information
- continuing to contact someone after they asked you to stop, in person or online
- harassment that starts at an event and continues online, or the other way around

"No" is a complete sentence, and it ends the conversation. Not being sure means no.

4. When something happens

If anyone is in immediate danger, get to a safe place and get help. Tell a host or a director right away. We will call for medical help when someone needs it and wants it. For support afterward, see Health and wellness resources (Section 7).

At an event, find the host, a director or a volunteer. We will:

- check on the person who was harmed first, and ask what they need
- create space between the people involved, calmly and without taking sides in the moment
- ask someone to leave the event if they are causing harm and won't stop

After an event, or for anything online, email **mediators@africanintellect.club**. Tell us what happened, when, and what you would like to happen next. You can write to us anonymously or for a friend. Only the people handling your message will see it, and we won't share your name or story without your permission.

We respond to every message. Reaching out does not commit you to any process; you decide how involved you want to be.

5. Conflict resolution

Disagreement is part of community. Conflict isn't always harm, and most conflicts can be worked out between people who care about each other. Here are the paths we offer, from lightest to most involved:

1. **Talk it through directly,** if you feel safe doing so. Speak to what happened and how it affected you, not to who the person is.
2. **Bring in a friend or a host** to sit with you both and help you hear each other.
3. **Ask for a mediator.** Email **mediators@africanintellect.club** and we will set up a conversation with a neutral mediator from our community, at no cost to you.
4. **A restorative circle** (see Section 6), when harm has happened and the people involved, plus the community around them, want to repair it together.

No one will be pressured to sit down with a person who harmed them.

6. Our restorative justice framework: call out AND call in

We don't believe in throwing people away, and we don't believe in looking away. We hold people accountable in a way that **calls them out** (naming the harm clearly, so the community knows it happened and it is not okay) **and calls them in** (inviting the person back into right relationship with the community, with the support to do the work).

What we believe

- **The person harmed comes first.** Their safety, healing and wishes guide every step.
- **Harm affects all of us.** We repair it together, as a community, not only between two people.
- **People are more than the worst thing they've done,** and people can change. That makes accountability possible, not optional.
- **We look for the roots.** We ask what made the harm possible, and what we can change as a community so it doesn't happen again.
- **We keep each other safe as a community,** through our relationships, by looking out for one another, and by stepping in early, before harm grows.

Calling out

When harm happens, we name it. A host, director or the person harmed may say, plainly and in the moment: "That's not okay here." When the harm is serious or ongoing, the club will tell the

people who need to know (partners, hosts, or the community) what happened, without sharing more than the person harmed wants shared.

Calling in

We then invite the person who caused harm into an accountability process, built around four parts:

1. **Reflect.** Understand what you did, why, and how it affected others.
2. **Apologize.** A real apology names the harm, owns it without excuses, and doesn't ask the person harmed to make you feel better.
3. **Repair.** Do what the person harmed and the community ask, where it's reasonable: making amends, giving back, learning.
4. **Change.** Show over time that the behavior has stopped.

The club supports this with a mediator or a small accountability circle of people the person trusts. We agree on clear steps and a check-in date, and we write them down.

Boundaries and consequences

Calling someone in is an invitation, not a free pass. While accountability is in progress, we may ask the person to step back from events, volunteer roles or online spaces. If someone causes serious harm, refuses to take accountability, or keeps causing harm, the Board may remove them from club spaces, for a set time or for good. Removal decisions are made by the Board, recorded, and shared only with the people who need to know. Anyone can ask the Board to reconsider through mediators@africanintellect.club.

7. Health and wellness resources

Healing is part of accountability, and nobody should have to find support alone. This is a starting list, checked in November 2026, and we're building a fuller one with our community partners. Every resource below is free or low-cost and confidential unless noted. Have one to add? Email mediators@africanintellect.club.

Portland

- **OHSU Avel Gordly Center for Healing:** culturally specific mental health care for African American children, adults and families. 503-418-5311 (new patients, Mon–Fri 8–5) · ohsu.edu/brain-institute/ohsu-avel-gordly-center-healing-portland

- **Central City Concern Imani Center:** mental health and addiction treatment with peer support, designed by and for Black and African American adults. 503-572-4921 · centralcityconcern.org/recovery-location/imani-center
- **Q Center:** Portland's LGBTQ+ community center, with free peer support groups including a QTBIPOC community space. 503-234-7837 · pdxqcenter.org/supportgroups
- **Prism Health:** primary care and mental health care for LGBTQ+ people. 503-445-7699 · prismhealth.org
- **Call to Safety:** 24/7 crisis line for anyone affected by domestic or sexual violence, with interpreters. 503-235-5333 or 888-235-5333 · calltosafety.org
- **Body + Soul Black Wellness:** Black fitness and wellness events in Portland, such as yoga. instagram.com/bodyandsoulblackwellness
- **Lux Aura Energetic Wellness:** reiki, sound healing, one-on-one sessions and community wellness events in Portland. instagram.com/luxaura8888

Counties

- **Multnomah County Behavioral Health Call Center:** 24/7 mental health crisis support. 503-988-4888 (Spanish 503-988-4853)
- **Washington County Crisis Line:** 24/7 support for mental health, drug and alcohol concerns. 503-291-9111
- **Clackamas County Crisis and Support Line:** 24/7 mental health crisis support. 503-655-8585
- **Southwest Washington Crisis Line (Clark County):** 24/7 support from counselors and certified peers in the Vancouver area. 800-626-8137

Oregon and Washington

- **YouthLine:** peer support by call, text or chat for young people up to 24. 877-968-8491 · text 839863 · theyouthline.org
- **David Romprey Oregon Warmline:** 24/7 support from trained peers who have lived through their own struggles. 800-698-2392
- **Lines for Life Alcohol & Drug Helpline:** 24/7 support and treatment referrals in Oregon. 800-923-4357
- **Native & Strong Lifeline (Washington):** crisis support from Native counselors for American Indian and Alaska Native people. Call 988 and press 4, or text N8V to 988
- **WA Warm Line:** peer support for people in Washington, 2–9 PM daily. 877-500-9276

National

- **988 Suicide & Crisis Lifeline:** 24/7 support in a suicidal, mental health or substance use crisis. Call or text 988 · 988lifeline.org
- **Trans Lifeline:** peer support answered by trans people, for trans and questioning people. It will not contact emergency services without your request. 877-565-8860 (Mon–Fri 10–6 Pacific) · translifeline.org
- **The Trevor Project:** 24/7 crisis support for LGBTQ+ young people. 866-488-7386 · text START to 678-678 · thetrevorproject.org
- **Crisis Text Line:** 24/7 crisis support by text. Text HOME to 741741
- **RAINN National Sexual Assault Hotline:** 24/7 support for survivors of sexual violence. 800-656-4673 · rainn.org
- **National Domestic Violence Hotline:** 24/7 support and safety planning. 800-799-7233 · text START to 88788 · thehotline.org
- **StrongHearts Native Helpline:** 24/7 support for Native people affected by domestic or sexual violence. 844-762-8483
- **BEAM (Black Emotional and Mental Health Collective):** Black-led healing circles, trainings and a directory of Black wellness practitioners. beam.community
- **Therapy for Black Girls:** a directory of culturally responsive therapists for Black women and girls. therapyforblackgirls.com
- **Therapy for Black Men:** a directory of therapists for men of color. therapyforblackmen.org
- **The Loveland Foundation Therapy Fund:** helps Black women and nonbinary people pay for therapy. thelovelandfoundation.org

Worldwide

- **Find A Helpline:** free directory of crisis and support lines by country and topic. findahelpline.com
- **Befrienders Worldwide:** a global network of confidential emotional support lines. befrienders.org

8. These agreements belong to us

These agreements are living. We review them with the community at least once a year, and anyone can suggest changes by emailing mediators@africanintellect.club.

Standing on the shoulders of

We built these agreements on the work of Black and queer organizers who came before us, including:

- **Black Lives Matter's guiding principles,** including restorative justice, loving engagement, and being queer and trans affirming
- **Ngọc Loan Trần, "Calling IN: A Less Disposable Way of Holding Each Other Accountable"** (Black Girl Dangerous, 2013)
- **Loretta J. Ross,** whose teaching on calling in grows from Black feminist organizing
- **Mia Mingus and the Bay Area Transformative Justice Collective,** for the four parts of accountability and pod-based support
- **The Audre Lorde Project's Safe OUTside the System Collective,** for community-led safety and its Safer Party Toolkit
- **BYP100's Healing and Safety Council** and the **Kindred Southern Healing Justice Collective,** for community agreements as a living practice of care and accountability
- **Borealis Philanthropy's Resource Compilation,** for the organizers, rapid response, transformative justice and community safety support it gathers

Contact: mediators@africanintellect.club · africanintellect.club