

# Community Guidelines

Latinas  
in / Tech

**In Community:** We gather together to learn and support one another, so do your part to ensure a safe environment for all.

**Empathy First:** Listen with your heart and be open to feedback. We're all learning and navigating this together.

**Self-Awareness:** Be mindful of the words and tone you use to make a point or frame the conversation. Remember to avoid centering the narrative around yourself if you're not a member of the identity group most affected right now.

**Privacy Matters:** Keep the conversation confidential, and examples or stories anonymous.

**Speak Up:** If you hear something problematic, call it out with kindness and good intention.

**Invest in the Practice:** Our goal is to ignite conversations. We aren't looking to provide all of the answers or resources in one session—anti-racism work is a practice.