***Introduction***

AGPA aspires to build a culture which normalizes learning about antiracism and anti-oppression with an end goal of shared responsibility within the organization of attention to creating an inclusive learning environment. The Safe Environment Response Team initiative has been an important development for the AGPA organization as we advance antiracism and anti-oppression initiatives, including any discrimination based on, race, ethnicity, ability, religion, sex, gender identity or additional identities within our membership. This document outlines a process for AGPA as we continue with this essential work. The SERT has created moments of learning for all members and will continue to do so. We have more work to do.

**Safe Environment Response Team Mission, Purpose, and Protocols**

AGPA’s Safe Environment Conduct Policy outlines our expectations for all AGPA participants.

We expect all event participants to abide by the [AGPA Safe Environment Conduct Policy](https://www.agpa.org/home/media/social-issue-policy-resolutions/agpa-safe-environment-conduct-policy#:~:text=As%20such%2C%20we%20are%20committed,or%20appearance%2C%20or%20other%20personal) by:

• Supporting a safe and positive learning environment for everyone

• Exercising consideration and mutual respect in speech and actions • Abiding by the [AGPA Policy Statement on Inclusion](https://www.agpa.org/home/media/social-issue-policy-resolutions/agpa-statement-on-inclusion), [AGPA Guidelines for Creating Affirming Group Experiences](https://www.agpa.org/home/media/social-issue-policy-resolutions/agpa-guidelines-for-creating-affirming-group-experiences), and the AGPA Harassment Policy (to be developed).

We recognize that contemporary society is replete with systemic bias that negatively impacts people across a wide range of identities including race, ethnicity, gender identity or expression, sexual orientation, socioeconomic status, nationality, ethnicity, religion, political affiliation, disability, age, size or appearance, and other personal characteristics. As members of a professional organization, we are not immune from enacting these same biases within our community through problematic and potentially harmful behavior. AGPA strives to minimize the impact of systemic bias by creating safe and inclusive spaces for growth and learning at AGPA Connect and our professional development offerings.

**What is SERT?**

The **Safe Environment Response Team (SERT)** is a component of AGPA’s educational program structure working alongside AGPA Connect Institute and Conference Committees and Executive Leadership. Its primary purpose is to foster a safe, inclusive, and supportive environment by:

* Strengthening the selection, education, and support of program leaders and Connect faculty to enhance harm prevention and response.
* Providing direct support to attendees who have experienced or witnessed injurious events.
* Facilitating a safe space where individuals can report, discuss, and process harmful experiences while receiving respite and validation.
* Assisting individuals in their growth and development regarding anti-racism, oppression, identity-based issues, and DEI sensitivity through constructive feedback and structured processes.
* Offering pathways for reparative processes when harm has occurred.
* Establishing measures to prevent those who repeatedly cause harm from continuing to do so.

SERT serves as a **resource for both faculty and attendees** who experience or report feeling injured during AGPA Connect programming or other AGPA professional development offerings. In addition, SERT:

* Creates opportunities for constructive learning and engagement.
* Receives and responds to reports of unfair treatment or harm related to racism, ableism, and other forms of discrimination.
* Provides a forum for individuals to share concerns about unfair treatment or harm related to racism, ableism, and other forms of systemic oppression.
* Offers short-term containment and validation, allowing participants to process their experiences, formally grieve, and explore additional support or avenues for redress to move forward.
* Supports individuals navigating unresolved conflicts, facilitating dialogue and repair when appropriate while ensuring that the process does not contribute to further harm.