

# Belonging Policy

Ronin Institute for Independent Scholarship 2.0 (RIIS 2.0)

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Approved by: Interim Council

## 1. Purpose

Ronin Institute of Independent Scholarship 2.0 (RIIS 2.0) is an organization that celebrates the broad range of places in the world where RIIS 2.0 Affiliates (Fellows and Associates) live and work. RIIS 2.0 seeks to foster a convivial environment of belonging for all. Our pursuit of truth and empathy is deeply embedded in our policies, encouraging a variety of interactions to provide a balanced, all-encompassing, and accessible environment to create a sense of belonging for all RIIS 2.0 Affiliates from any location and type of background.

RIIS 2.0 agrees to be guided by these principles and pledges that they will be reflected in our vision, mission, strategic planning, programming, governance, and leadership composition. RIIS 2.0 is committed to creating an environment of belonging where all staff, RIIS 2.0 Affiliates, partners, and vendors are treated with respect and dignity. Our commitment also extends to programs we develop and support.

## 2. Belonging

It is the experience of belonging in which each Affiliate is wholly accepted and included by those who are Affiliates of RIIS 2.0. Belonging involves engaging the full potential of scholars where innovation can thrive, reinforced by the wealth of knowledge we gain from each other. We respect all beliefs and values grounded in truth and empathy. RIIS 2.0 is committed to acting with compassion and kindness to create an Institute that nurtures psychological safety and actively welcomes, connects, and values everyone. Belonging means that Affiliates feel seen, heard, respected, and their work valued.

## 2. Truths

RIIS 2.0 Affiliates from all disciplines shall seek truths in pursuit of a better understanding of our world and the universe within which it resides. RIIS 2.0 expects that Affiliates will be honest and thoughtful, both in scholarship and in their interactions with the community and world at large.

## 3. Empathy

RIIS 2.0 expects its Affiliates to interact in a spirit of kindness, generosity, and patience. We are a highly interdisciplinary and international community with a broad variety of Affiliates' perspectives and backgrounds. Empathy demands that one act in good faith and assume good faith from others.

## 4. Local to Global Context

RIIS 2.0 aims to support effective and recognized pathways for implementing and maintaining indigenous sovereignty and data rights, and to facilitate ethical relationships that enable collaboration with stewards of native populations' intellectual property, cultural and other heritage, genetic resources, and knowledge.

RIIS 2.0 acknowledges that to make meaningful change and have a significant impact, our work must represent and reflect the experiences and perspectives of not just the Global North but of all humanity's voices throughout the entire world.

## 5. Accessibility

RIIS 2.0 is committed to ensuring that its organizational tools and website are accessible to people with varying abilities. All the pages on our website will endeavor to meet W3C WAI's Web Content Accessibility Guidelines 2.1, Level AA conformance.

## 6. Values


RIIS 2.0 and its officers, directors, Affiliates, employees, and persons served by RIIS 2.0 shall be selected in a fair manner, taking into account the Legal Foundation in the [Code of Conduct](#). RIIS 2.0 recognizes that its organizational effectiveness is enhanced when a range of viewpoints are reflected and protected throughout the organization,

both at a governance level and staff or volunteer level.

RIIS 2.0 is committed to incorporating the values of our Belonging Policy in its governance and operations. RIIS 2.0 believes everyone has the right to work in a professional environment where their knowledge, skills, and abilities are the factors for their success. RIIS 2.0 expects all Affiliates to treat everyone professionally and proactively alleviate partiality. Our expectations for behavior are described in more detail in our [Code of Conduct](#).

RIIS 2.0 strives to foster an atmosphere where every Affiliate of our institute feels valued, respected, supported, and inspired to achieve individual and common goals, encouraging full participation in the life and leadership of RIIS 2.0. RIIS 2.0 understands the importance of integration and works hard to respect everyone, acknowledge and value differences, and use those differences to strengthen our shared intellectual commons.

## 7. Council approval

Signed: 

Rami Saydjari, Secretary  
Ronin Institute for Independent Scholarship 2.0  
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### Document history

- April 22, 2025: Initial version by Jovita De Loatch and Rami Saydjari
- May 18, 2025: Revised by Alex Lancaster and Elena Fujiwara
- May 19, 2025: Revised by Jovita De Loatch, Ruth Duerr, Carolyn Sealfon
- May 21, 2025: Revised by Arika Virapongse
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