

Northshield advocates are familiar with our Code of Conduct, Social Media Policies, DEI policies, Harassment and Bullying Policies, and the grievance and reporting processes to aid members in official and unofficial conflict resolution and reporting. Advocates will provide support through non-judgmental and compassionate mediation and education. Advocates will help members understand the policies in question, direct them to resources that can aid in conflict resolution, act as mediators and a support network, assist in filing official reports when necessary, and advocate for policy change at the kingdom level when systemic inequalities or behavioral trends are identified. Advocates are not investigators of SCA conflicts and people are not obligated to use them.

Advocates will act as warranted deputies selected by the Kingdom Seneschal to provide support and education in matters of conflict resolution, reporting, and Diversity, Equity, and Inclusion concerns. This team will include Peers and non-peers of diverse backgrounds who strive to work together to provide community advocacy with as little bias as possible. Helpful experience may include mediation training, Non-Violent Communication experience, seneschal experience, and experience in diversity/equity/inclusion fields.

Advocates will be expected to collaborate amongst themselves and utilize available resources to strive for optimal solutions while respecting confidentiality within the constraints of Society/Kingdom policy and modern law (imminent risks of serious harm and legal risks may warrant further communication with the appropriate authorities). Advocates will not be expected to arbitrate legal matters or conflicts not related to the SCA, and will not be in a position to impose sanctions; they will defer to the official reporting and investigation process for formal complaints. Advocates encountering sensitive topics or conflicts of interest may recuse themselves and refer the member(s) to other Advocates for further assistance.

If a serious concern or systemic issue becomes apparent, the Advocacy Team will work with the Kingdom Seneschal to determine the best course of action, up to and including filing an official report and petitioning the Stallari for policy/process adjustment, when needed.