

Working in the Arts: a safe(r) space?

Community Agreement

- Participatory Workshop Ask questions as we go. We will have smaller discussion groups.
- Step Up / Step Back If you are a person who speaks less, challenge yourself to speak more. If you are a person speaks a lot, speak less and make space for others.
- Questions are welcome There are no stupid questions!
 If you have the question, someone else probably does

Community Agreement

- We all have knowledge Share what you know. Sedina is here to facilitate learning, and everyone, including us has something to share and something to learn
- Take care of yourself Relaxed space. Come and go as you need to.

Community Agreement

- What is shared here is confidential knowledge can leave the space, details are not to be shared
- Call-ins and corrections will be gentle, we assume the best intentions of everyone
- **Brave Space** lean into discomfort, being here is an act of bravery and solidarity

We affirm & celebrate the identities, experiences, and histories of:

- Indigenous People
- Black People / People of African Descent
- South Asian People
- East Asian People
- South East Asian People
- Latinx/Latine/Hispanic People
- West Asian People
- LGBTQ Especially trans people, non-binary people
- Disabled people (mental health issues, neuro-diverse, physical disabilities, chronic & episodic illness)
- D/deaf people

Sedina (Seh deh nah) Fiati (Fee ah tee)

Brief Bio

- Performer, Producer, Creator, Director, Activist Stage and Screen
- 20 years experience wearing multiple hats
- Currently Artist/Activist in Residence at Nightwood Theatre
- Have worked with unions
 - ACTRA (Diversity Committee Co-Chair, Council member)
 - Canadian Actors' Equity Association (2nd VP council)
- Consulting Practise Workshop facilitator, Strategic Plan, Equity, Diversity, Inclusion Audits
- Lady about town

where you are consulting

- No clear policy or guidelines
 - Important to define what behaviour is or is not welcome
 - What will happen if guidelines are not followed
- Unequal power dynamics
 - race, class, ability, gender, sexuality all contribute to how much power each person has or perceives to have in the space
 - Leads to fear of reprisal for speaking up
- People who harass and bully others with no or few consequences
 - A few harmful people can harm many people if unchecked
 - Harm is on a spectrum unknowing, knowing and predator
 - Predators need to be removed from spaces, while others can probably learn to do better
 - Consequences need to happen as soon as possible

Strategies for safe(r) Spaces

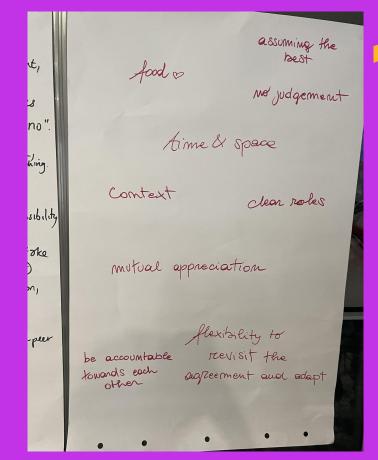
- Preparation is key
- Have a policy that is communicated clearly to everyone, with clear lines of communication
- Have a Safe(r) Space Committee, responsible for creating and evaluating protocols
- Clear Contracts, with rates of pay, dates and where people can go if there is an issue
- Training for all staff and volunteers in social justice and policies
- Community or Room Agreements

In smaller groups, discuss the following questions:

- What do you need to feel welcome and respected in an artistic space?
- What do you need to show up as your best self?

Examples of Community Agreements from the workshop

Non judgmental + Accountability agency burden Representation of Representations expression (commication authenticity HOW TO KNOW THAT assumptions curiosity HOW TO KNOW IT'S NOT THAT Zualbiani BEST SELF Physical comfort (up of his Symbolic attention put hindy) Symbolic CONSULTATION & CONVERSATION PERSONAL GENERAL ", monditional positive regard



where you are consulting

Examples of Community Agreements from the workshop

- 1) To be seen and heard:
 - Ocknowledgment of being present without judgement, of our knowledge-journey.
- 2) Everyone feels comfy and safe and agrees to the parameter but have the choice to say "no".
- 3) A relaxed space where everyone is egnal, where diversity is embased + seen as enriching.
- 4) Knowing who everyone is in the sporce (or check-in)
- 5) Feedback critical and positive with the possibility of making mistokes.
- 6) To be challenged, but have the opportunity to take of time-out if needed (Presence of Active Lishner)
- 7) Francework expectation of responsibility Organisation, and structure (and who's who)
- 8) trust and expectations of others (+ via versa)
- g) Person to person resolution, no gossip, peer-to-peer support, or a sofe person to go to.

Smile a hello - dislogue, conile back Honesty, sincerity transparance CHECK-IN (versions) consent a confidentiality communication @OFEN_coarts_platform (ethical leadership) Voicing insecurities/questions that every book else seems not to have NO ASSUMPTIONS about gender or onything else (such as a task a costume) (IELS) ENGAGEMENT ARTS BELGIUM (tips /rules +6+ no-harrenment) - If I can voice insecuration - if someone said what kind of space this is ACCESS RIDER good in keesting - listening empathy, giving heceiving care a full attention - Space (air, natural light, welcoming, water, - confidentislity - 1 on 1 moments / intimacy

vhere you are consulting

Resources

<u>Canadian Actors' Equity Association - Not In Our Space</u>
<u>Campaign - Not in OUR Space!</u> is a national anti-harassment and respectful workplace program working with engagers across disciplines, developed by Equity

<u>OFEN Co-Arts Platform - Instagram Account sharing</u> <u>information on ethical leadership</u> - @ofen_coarts_platform

<u>ENGAGEMENT</u> is an artist-led movement tackling sexual harassment, sexism and abuse of power in the Belgian arts field