

where you are
consulting



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

Community Agreement

where you are
consulting



- **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

where you are
consulting



- **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

where you are
consulting



- **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

Community Agreement

where you are
consulting



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

Bio

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



Key Factors in Harmful Spaces

- **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

where you are
consulting



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

where you are
consulting



Community Agreement

where you are
consulting



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

where you are consulting



WELCOME ≠ RESPECTED

↓

positive inclusion
sense of belonging
expression (communication)

SPACE

↓

non judgmental + accountability
agency
Representation ≠ burden of representation
allship

Sincerity
authenticity

HOW TO KNOW THAT?
assumptions
pace
curiosity

HOW TO KNOW IT'S NOT THAT?
subtle
insidious

BEST SELF

Physical (clear goals)
Symbolic

Physical "comfort attention (up of ten smile not friendly)"

CONSULTATION ≠ CONVERSATION

PERSONAL UNIQUENESS → "GENERAL"

"unconditional positive regard"

assuming the best

no judgement

food ♥

time & space

Context

clear roles

mutual appreciation

flexibility to
revisit the
agreement and adapt

be accountable towards each other

Examples of Community Agreements from the workshop

where you are
consulting



- 1) To be seen and heard:-
acknowledgment of being present without judgement,
of our knowledge-journey.
- 2) Everyone feels comfy and safe and agrees
to the parameters but have the choice to say "no".
- 3) A relaxed space where everyone is equal,
where diversity is embraced + seen as enriching.
- 4) Knowing who everyone is in the space (&
check-in)
- 5) Feedback - critical and positive with the possibility
of making mistakes.
- 6) To be challenged, but have the opportunity to take
a time-out if needed (Presence of Active Listener)
- 7) Framework - expectation of responsibility - organisation,
and structure (and who's who)
- 8) Trust and expectations of others (+ vice versa)
- 9) Person to person resolution, no gossip, peer-to-peer
support, or a safe person to go to.

be
know

- ① Smile & hello - dialogue, smile back
Honesty, sincerity
transparency
CHECK-IN (versions)
consent & confidentiality
communication
@OFEN_co arts_platform
(ethical leadership)
Voicing insecurities/questions that everybody
else seems not to have
NO ASSUMPTIONS about gender or
anything else (such as a task, a costume)
(IELS) ENGAGEMENT ARTS, BELGIUM
(tips/rules sit no-horrorment)
- ② - If I can voice insecurities
- if someone said what kind of space this is/
ACCESS RIDER guidelines for
good interaction
- listening, empathy, giving/receiving
care & full attention
- space (air, natural light, welcoming, water,
- confidentiality
- 1 on 1 moments / intimacy

Resources

where you are
consulting



Resources

[Canadian Actors' Equity Association - Not In Our Space Campaign](#) - Not in OUR Space! is a national anti-harassment and respectful workplace program working with engagers across disciplines, developed by Equity

[OFEN Co-Arts Platform - Instagram Account sharing information on ethical leadership](#) - @ofen_coarts_platform

[ENGAGEMENT](#) is an artist-led movement tackling sexual harassment, sexism and abuse of power in the Belgian arts field