

Calgary Arts Development Group Agreements

This document has been updated as of January 1, 2020

1. We commit to creating a safe space for everyone by:
 - Respecting each person regardless of how they identify, including their gender, sexuality, age, class, religion, beliefs, nation, physical, neurological, cognitive, and Mad identities, etc.
 - Sharing language that respects everyone. In the spirit of collaboration, we will listen if someone has alternative language to share, and offer alternatives to ableist, ageist, audist, classist, homophobic, transphobic, racist, and sexist language.
 - Speaking from our own perspective, and avoiding making generalized claims or assumptions about others' identities.
 - Not interrupting others.
 - Being mindful of how much time and space we each take up in discussions.
 - Making time and space for others to speak.
 - Using "I" statements ("I feel," "I think," "I wonder," etc.).
 - Replacing criticism with questions and encouragement.
 - Respecting those who wish to listen silently.
 - Recognizing that vulnerable interactions can occur, and creating space to acknowledge and discuss hurt or offense if it does.
2. We will respect all art forms, traditional, contemporary or other.
3. We will consider what the criteria mean for each applicant based on:
 - How they define their own practice.
 - What is appropriate within their artistic discipline.
 - Their stage of career, practice, experience, and expertise in their form.
 - A respect for the unique traditions and rights of different First Nations, Métis, and Inuit nations and communities.
4. We will try to focus every conversation around what we appreciate about every project.
5. We will remember that this is not a panel of experts:
 - We will honour the knowledge and experience others share.
 - We will not impose arbitrary standards or ideas on an applicant or their project/activity that are not appropriate to the specific context.
 - We will acknowledge the experiences and values that may make each of us biased.
 - We will allow others to help us check in with our biases in a respectful and productive way.

- We acknowledge that we are all learning and may be at different places on our journeys. We will be patient with ourselves and others as we remain open to continued learning.
6. We will respect the confidentiality of applicants and assessment committees. What applicants and assessors choose to share about their identities, ideas, and experiences will remain confidential, but we will take what we learn into our work and communities.