

These Community Safety Guidelines will help all attendees at Showcase take care of each other and the space. We cannot guarantee a fully safe space but we can work together for a safer space where equity deserving artists, educators, and staff and all attendees are able to come together to create a fun, caring, and exciting event!

### Community Safety Guidelines

#### 1. Be respectful and considerate

Be respectful and considerate of the views and experiences of all bodies entering the space.

#### 2. We are all learning and unlearning

Everybody makes mistakes, we are all learning. Be understanding of everyone's path in their journey. We are all unlearning colonial and ableist ways of thinking and doing.

#### 3. Be supportive of each other

Be supportive of your fellow educators, artists, and staff through their learning to make a better world for all young people. We encourage one another to celebrate our wins and grow from our mistakes. Making mistakes is a necessary part of the learning process! We value the continuing growth of all of our community members.

#### 4. Take care of each other

Be respectful of the bodies and the spaces you are entering as a welcomed guest. ArtStarts staff who are wearing Gold Fanny Packs are designated to respond to unsafe scenarios. Please find one of them for support.

We value the safety of artists, delegates, staff, and community members at Showcase. What makes this event so wonderful over 20 years, is our commitment to safety.

- If at any time you have a concern about safety, flag an ArtsStarts Staff member who will connect you to the appropriate leadership member to respond.
- ArtsStarts reserves the right to remove anyone who is engaging in verbal, physical or sexualized violence/ harassment. This includes threatening behaviour such as hate speech, discrimination, hostility and intimidation.
- ArtStarts approaches community safety as a process of continual learning. If you have a question, concern or comment about community, cultural, physical safety or accessibility at Showcase we are open to learning. Please inform an ArtStarts staff member or use our anonymous post-showcase survey to let us know your thoughts.

Be respectful of those who are entering the space with you, all attendees are accountable and responsible for their own safety as well as the safety of others. We are all learning and allowed to make mistakes; the structures of these protocols are for the safety and enjoyment of all involved.

We thank you for your support and participation in creating safer spaces!

