

EMMA International Collaboration Conduct Guidelines

Developed June 2022

EMMA International Collaboration's Mission is to bring Canadian and International artists together in an informal and immersive environment of collaboration igniting their professional practices and building creative community. EMMA's Conduct Guidelines are intended to establish a shared understanding of our common goals and to ensure all people feel welcome and respected. It is expected that everyone coming to EMMA will help contribute to a culture in which all members feel personally safe, listened to, valued, and treated with fairness and respect. Our shared goal at EMMA is to connect artists through collaborative experiences. We believe in creating an environment that supports the exploration of new ideas in a supportive and inclusive community.

Creating a sense of belonging

EMMA is committed to fostering a welcoming environment that honors the safety, health, mutual respect, and well-being of everyone at the Collab. If someone is asking you for support, do your best to help them find a solution or direct them to someone on site who can help; members of our Board or Resource Artist team are great folks to start with.

Studio Culture

Being in the various on-site 'studios' is central to the EMMA experience. Be respectful of shared space and follow safety guidelines at all times. No one is permitted to be in the studio spaces if they are unable to work safely due to drugs or alcohol. Please touch base with the Resource Artist in each studio space prior to using equipment. Challenge your preconceptions and try to be open to new approaches.

Honor Everyone's Boundaries

Care for yourself and communicate your needs while also respecting other people's boundaries. Ensure that physical contact is not unwelcome. Please ask before using someone else's belongings. Always ask permission before photographing or posting about someone or their work. We believe in taking responsibility for our actions, learning from our mistakes, and moving forward. **Make no assumptions**

EMMA celebrates a community built on broad views and backgrounds. We avoid making assumptions about people's sexual orientation, gender identity, or anything else related to their identity or lived experiences. Individuals identify in many different ways so please be sensitive to people's pronoun preferences.

Inappropriate conduct

EMMA does not tolerate discrimination or harassment, whether directed at a participant, resource artist, volunteer or staff member. Unwelcome comments based on an individual's gender, gender identity, race, ethnicity, religion, sexual orientation, age, disability, appearance or any other categories protected by law will not be tolerated. EMMA reserves the right to ask individuals to leave if their actions fail to respect these guidelines or when they devalue the teaching and learning experience for the larger community.