

## Yorkshire Dance Braver Space Policy

### A policy created to activate awareness

Yorkshire Dance aspires to create an environment that celebrates and champions diversity and relevance. We want this to be reflected in our team, the wider community we engage with, and the art we create and support. Our aim is to continue building on our expertise in supporting female & LGBTQIA+ leadership, working with age and aging, and neuro-divergent/disabled artists.

We use the principles of co-design and co-creation, providing a space that brings together an eclectic mix of individuals, comprising of diverse artists, communities, and people with different backgrounds and experiences. Through our work, we seek to create meaningful and productive opportunities where different experiences can be articulated honestly and heard respectfully.

As an organisation, we expect our workforce, the artists we engage, the community we serve, and the visitors to our building to:

- Not tolerate racism, ageism, sexism, homophobia, hetero-sexism, transphobia, ableism, classism, body-shaming, non-consensual touching, or any other behaviour or language that may have a negative or oppressive impact on others.
- Understand there may be instances in which an individual may experience discomfort with regards to having a philosophy, belief, value, or opinion challenged by another. We ask for people to 'bravely' engage with this discomfort and work through it, rather than shut down the conversation. Conflict is a natural part of the process. Our aim is to make progress, not to be perfect.
- Where declared, respect the pronouns, names, and identities of all.
- Understand the importance of acknowledging and discussing painful and difficult experiences, rather than avoiding or eliminating them. That said, we trust our community to look out for signs of enthusiastic consent and recognise when to change the topic of conversation.
- Be aware that we are all individuals with different experiences and who may have multiple, overlapping identities.
- Be responsible and accountable for your actions and approaching interactions with respect and non-judgement.
- Recognise and acknowledge your own biases and assumptions to understand their effect on others.
- If overwhelmed, to remove oneself from any conversation, event or meeting at any time. Take care of yourself; listen to your physical, mental, and emotional needs and limits; express and honour your boundaries as needed.

If you do not agree with the statements above or feel unable to act in accordance with them, this space may not be suitable for you.

If you see or experience something that you believe violates this policy and you do not feel safe to have a brave conversation, or if a conversation does not solve the issue, to find a member of staff, you can come to our reception area located on the 1st floor of our building. Alternatively, you can call us on 0113 243 8765 or email: [JoHawkes@yorkshiredance.com](mailto:JoHawkes@yorkshiredance.com)