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## **Phoenix Art Space Generous Collaboration Principles**

Phoenix Art Space welcomes people of all genders, abilities, ages, backgrounds, ethnicities, sexualities and lifestyles.

Our collaborators, partners, staff team and trustees bring a range of perspectives to the organisation, and together we aim to foster a culture of openness, active listening, mutual learning and respect. Any form of discriminatory language or behaviour is unacceptable and will be challenged, whether there was intent to discriminate or not.

Our programmes tackle a range of issues and urgencies, many of which are complex. We encourage all staff, trustees, partners, collaborators, artists, participants and audience members to kindly consider the below principles, to ensure that everyone feels welcome:

1. Everyone has a different life experience and may be struggling with challenges that are not always visible. Try not to assume the opinions and identifications of others — instead, listen when they are offered.
2. Make a conscious effort not to judge, dismiss, or compete with others.
3. Be willing to share your pronouns and be open to those who share theirs.
4. Foster a spirit of mutual respect through being kind, patient and open with others.
5. Be brave — if you or others share difficult or painful experiences, anyone may remove themselves from the meeting, event or conversation at any time without judgement.
6. Tell us if something makes you feel uncomfortable.

With thanks to Arts Catalyst for outlining the potential for Generous Collaboration and initiating the original document on which this has been based.