

Braver Spaces Policy

LADA is committed to actively redressing historical imbalances of power and representation, ensuring access to material and non-material resources for those who experience marginalisation on the basis of race, gender, class, sexuality, age, ability and other identity subject positions.

LADA does not tolerate racism, ageism, sexism, biphobia, homophobia, hetero-sexism, transphobia, ableism, classism, body-shaming, non-consensual touching, or any other behaviour or language that may have an anti-emancipatory or oppressive impact on others.

LADA understands that safety is not the same as comfort and that there may be instances in which a visitor experiences discomfort with regards to having a philosophy, belief, value, or opinion challenged by another. We ask for people to 'bravely' engage with this discomfort.

LADA is an inclusive and supportive space for all genders and gender expressions. We expect all visitors to respect the pronouns, names, and identities of all. If you are unsure, respectfully ask.

LADA encourages 'enthusiastic consent', which is a physical and behavioural agreement that happens without manipulation, threats or coercion.

LADA asks that all visitors demonstrate an awareness of their privileges, especially in conversations and Q&As.

LADA understands the importance of acknowledging and discussing painful and difficult experiences, rather than avoiding or eliminating them. That said, we trust our visitors to look out for signs of enthusiastic consent and recognise when to change the topic of conversation. We empower all our visitors to remove themselves from any conversation, event or meeting at any time.

LADA requests that all visitors respect and look after the building and its surroundings so it can continue to be a shared resource for all.

If you do not agree with these statements or feel able to act in accordance with them, this space may not be a suitable for you.

If you see or experience something that you believe violates this policy, please speak to one of LADA's staff, either in person, via a friend or in writing. LADA holds an 'Incident Report' book, with anonymity processes in place. The IR book will be reviewed quarterly to check for reoccurrences; it acts as a *learning tool for challenging ourselves*, rather than to be used as a formal process of complaint.

For our full Policies & Procedures, there is a downloadable copy via <https://www.thisisliveart.co.uk/about-lada/how-we-work/>, you can also email pandp@thisisliveart.co.uk, or speak to us in person.

If you want any more information on the above statements or our thinking behind them we would recommend reading from the following list: <https://projectsalvage.wordpress.com/resources>