



Live Art  
Development  
Agency

## Braver Spaces Policy

### 2021 update

*Approved by Trustees in July 2021.*

*This policy has been updated by Megan Vaughan, Finance & Administration Manager, but all LADA staff have a responsibility to implement it across all our work and operations.*

*Reviews are undertaken annually, and compliance monitored by LADA's Board of Trustees.*

*If you have any questions about this policy or suspect it may have been breached, please contact [pandp@thisisliveart.co.uk](mailto:pandp@thisisliveart.co.uk).*

This policy is also part of LADA's induction pack for external colleagues, artists and facilitators – anyone delivering a project for LADA who is not part of our core staff team. It should be read alongside the Digital Braver Spaces Policy and the Visitor and Participant Care Policy.

LADA is committed to actively redressing historical imbalances of power and representation, and 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 will not tolerate homophobia, biphobia, transphobia, racism, ableism, ageism, classism, sexism, heterosexism, 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 an attendee or participant 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 attendees or participants 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 attendees and participants 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 staff, colleagues, attendees and participants to look out for signs of enthusiastic consent and recognise when to change the topic of conversation. We empower all our staff, colleagues, attendees or participants to remove themselves from any conversation, event or meeting at any time.

LADA requests that all visitors respect and care for building and its surroundings, so they can continue to be a useful, shared resource.

**If you do not agree with these requests, or feel unable to act in accordance with them, we welcome discussion on this policy or any of LADA's events and programmes either via [pandp@thisisliveart.co.uk](mailto:pandp@thisisliveart.co.uk) or directly with the Finance & Administration Manager ([megan@thisisliveart.co.uk](mailto:megan@thisisliveart.co.uk)). In the meantime though, this space may not be suitable for you.**