



Live Art
Development
Agency

Digital 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.

LADA's *Digital Braver Spaces Policy* is an extension of our *Braver Spaces Policy*, designed to support LADA's staff and those we work with to enact our organisational aims and activities online. It 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 *Braver Spaces Policy* and the *Visitor and Participant Care Policy*.

In digital contexts, as in physical spaces, we are 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.

(Please note that the *Braver Spaces Policy* differs from our *Privacy Policy*, which outlines who we are; the personal data that we process and store; how we collect and use personal information; data protection, safety and security; how we engage with children and sensitive data; retaining personal information; data breach procedures; individual rights; and challenges.)

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.

We understand that actions and behaviours can display and be interpreted differently in digital spaces, and that more formal guidance on the social expectations of online meetings, discussions, events and workshop activities can be required. LADA encourages all its staff and colleagues to explicitly agree working practices and parameters of engagement at the start of digital working sessions, including making clear provision for attendees and participants to express themselves, address concerns, or take time away from the digital space.

LADA understands that safety is not the same as comfort and that there may be instances in which an attendee or participant in a digital activity 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. We understand that in many digital spaces, accessed via different platforms and devices, 'physical and behavioural' agreement can be harder to communicate clearly. We encourage staff and colleagues to offer several options for attendees and participants to demonstrate their enthusiastic consent. These may include using typed chat functions, in-built reaction symbols, or audio indicators appropriate to the activities being undertaken.

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.

General ethical considerations that may be helpful in LADA's digital spaces

Internet ethics means acceptable behaviour for using the internet. Everyone should be honest and respect the rights and property of others on the internet.

Acceptance: everyone has to accept that the internet is not a value-free zone, and we consider and apply our values in multiple ways. It is important to understand when working in digital spaces that the internet reflects society, and everyone must take care to participate in the shaping of content and services in ways which welcome and acknowledge difference.

Sensitivity: the internet 'belongs' to all and there is no barrier of national and local cultures. It cannot be subject to one set of values, such as a local TV channel or the local newspaper, and has to accommodate a multiplicity of usage. This is the same even when digital participation is by invitation only, or designed for a specific group; users' content, language and activities should always remain sensitive to the experiences and requirements of others.

Pretending to be someone else: no one should use the internet to intentionally 'fool' others by pretending to be someone else. In some cases and contexts, this is a crime, and it has great potential for harm. While LADA's online activities often involve elements of performance and/or persona, wherever performances are enacted in digital spaces, information about the artist and work should be clearly available to everyone, including any latecomers to the event or activity. It should be clear whenever presenters are inhabiting or portraying characters other than themselves, or versions of themselves which are otherwise heightened or involve emphasising particular traits or behaviours.

Documentation: it can often be helpful to record digital working sessions, for example to facilitate follow-up tasks or allow reflection. Enthusiastic consent must always be given before recording commences, with everyone given the opportunity to withdraw that consent at any time. This also applies to the taking of screenshots, recording of audio, or any other forms of digital recording; always request and look for clear, enthusiastic consent, and ensure everyone knows how they can withdraw this easily.