

## **A Starting Point...**

### **Basis for Culture of Rehearsal:**

Take responsibility for any power or privilege may have, be proactive instead of responsive, communicate with civility at all levels, celebrate diversity, honor history, embrace change, and be an advocate for yourself and your values.

### **Basis for Rules of Engagement:**

- Our primary commitment is to create art together.
- We will create a space for all to be brave.
- We will give voice to our discomfort and embrace conflict as positive and productive.
- We will acknowledge the differences between intent and impact.
- We will call others to...
- We acknowledged that those who are oppressed should not be blamed for their oppression.
- We acknowledge differences amongst us in backgrounds, skills, interests, values, orientations, and experience.
- We acknowledge that sexism, classism, racism, heterosexism, ableism, ageism, and other forms of bias exist and may surface from time to time.
- We acknowledge that we have been systematically taught misinformation about our own group and members of devalued groups. We will not blame people for the misinformation we have learned. We hold each other responsible for repeating misinformation or offensive behavior after we have learned otherwise.

### **Land Acknowledgement:**

We acknowledge that this project will occupy the stolen ancestral lands of the Anacostan, Piscataway Conoy, and Pamunkey peoples and their descendants. The foundation of this gathering is indebted to the native communities who have bore witness to the forced displacement, colonization, cultural erasure and genocide of their communities since the arrival of Europeans on their land. We respect, celebrate, and amplify the legacy and living history of these native communities today and always. We acknowledge the continued effects of colonization and systemic oppression on indigenous peoples and align ourselves with their liberation.

### **Core Values:**

- Truth
- Joy
- Anti-Racism, Anti-oppression
- Inclusive Artistic Excellence
- Radical Empathy
- Humanity
- Growth
- Transparency
- Positive Impact
- Bravery
- Trust
- Consent
- Collaboration

### **Basis for Artistic, Curatorial, and Production:**

- We will foster a humane and nurturing rehearsal work environment by:
  - Not using 10 out of 12s throughout the process and creating additional time for tech.
  - Utilizing a 5-day rehearsal week schedule.
  - Creating an environment that values the artistic process over an expedited product.
  - We will yield power to those who have cultural context with the work being presented.