

Draft only. Intended use for visual representation of Code of Conduct layout. All text is a placeholder and will be developed through community consultation. All content is living and will change as needed and reflected within the community.

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Union House Arts Code of Conduct & Integrity

Introduction Statement

This document and its accompanying actions have been developed through community consultation via public meetings and direct outreach toward the goal of continuing to foster a welcoming and equitable space within the framework of programming, physical space, and community offerings offered by Union House Arts (UHA). We acknowledge that in creating space such as this, we cannot promise one free of difficulties; we commit to working on cultivating a supportive environment wherein conversations can take place to address concerns and in-house experiences.

In early 2024, UHA formed an Anti-Oppression Committee to undertake the development of this document as well as an Anti-Harassment policy toward the continued culturing of UHA as a community, artist-run space that openly welcomes and enthusiastically celebrates people while working to dismantle systems of oppression. The documents developed through consultation and the Anti-Oppression committee are living, and the actions connected to it are in response to current cultural, political, and lived experiences of the community/ies UHA is embedded within. We are directed and driven to deconstructing systems of oppression while architecting toward space and events that are meaningfully open, inclusive, celebratory, and welcoming.

Territorial and Place Acknowledgement

UHA is located in the ancestral homeland of the Beothuk and Mi'kmaq. Ktaqmkuk, the island of now-called Newfoundland, is in Mi'kma'ki which is the territory of the Mi'kmaq and their various international relations within Wabanaki Territory. Mi'kma'ki encompasses Newfoundland, Nova Scotia, Prince Edward Island, parts of Quebec, New Brunswick, and Maine. UHA honours and respects the Inuit of Nunatsiavut, NunatuKavut, and the Innu of Nitassinan and all of their relations as the First People of now-called Labrador.

The specific colonial history of the Bonavista Peninsula has deeply influenced how the land, diverse cultures, as well as how people are engaged with it in a contemporary sense. The discovery narrative prevalent on the Bonavista Peninsula has affected the whole of Turtle Island, the violent unfolding of colonialism, and the current lived realities of Indigenous and non-Indigenous people as well. Within the context of direct community and place on the Bonavista Peninsula and as a creative community space, UHA is actively dedicated to meaningful engagement toward the dismantling of damaging colonial impacts, climate, and values that exist here while revealing the truth and history of this place.

As an Artist Run Centre engaged in the past, contemporary, and future creativities, expressions, and various evolving cultures of the place we are home in, Union House Arts is dedicated to holding up and prioritizing the experiences and perspectives of people Indigenous to Here, as well as those visiting and engaging in relational activities. In accordance with the United Nations Declaration on the Rights of Indigenous People (UNDRIP), which UHA recognizes in full, and in the context of this Code of Conduct we would like to point out:

- Article 5, we hold up the right of Indigenous People to maintain and strengthen their distinct political, legal, economic, social, and cultural institutions, while retaining rights to participate fully, if they so choose, in the political, economic, social, and cultural life of the State.
- Article 11, Indigenous People have the right to practice and revitalize their cultural traditions and customs. This includes the right to maintain, protect, and develop the past, present, and future manifestations of their cultures, such as archaeological and historical sites, artifacts, designs, ceremonies, technologies, and visual and performing arts and literature
- Article 16 1, Indigenous Peoples have the right to establish their own media in their own languages and to have access to all forms of non-indigenous media without discrimination.
- Article 31 1, Indigenous Peoples have the right to maintain, control, protect, and develop their cultural heritage, traditional knowledge and traditional cultural expressions, as well as the manifestations of their sciences, technologies and cultures, including human and genetic resources, seeds, medicines, knowledge of the properties of fauna and flora, oral traditions, literatures, designs, sports, and traditional games, and

visual and performing arts. They also have the right to maintain, control, and develop their intellectual property over such cultural heritage, traditional knowledge, and traditional cultural expressions.

It is important to work to dismantle colonial power in order to shift power back to oppressed people and lift them up in spite of systematic oppression. Art and art spaces can provide the space and vision forward to an anticolonial world. UHA is dedicated to cultivating conversations around decolonization, anticolonial work, and creating relationships with individuals, visiting artists, and organizations.

Accountability

The Code of Conduct is a working and living document that all staff, volunteers, visiting artists, and community members can refer to, to affirm UHA as a safe space for everyone engaging with or entering into relationships with the organization. It is a set of guidelines for mindful behavior that activates the intentions of Anti-Oppression work – to realize frameworks of consent, to reduce discomfort, and reduce harm as realistically as possible within the space(s). While in the physical or virtual space(s) of UHA, we offer open access to this guiding document; we ask all those in the space to read and sign this document and we request that these goals are carefully considered and actioned. All staff, board members, visiting artists, and community members are then informed and accountable to the values and goals we hold in the heart of UHA. This document will be addressed, reassessed, and rewritten as needed on a yearly basis and as required.

Implementation

People engaging with UHA will be supported to connect with UHA staff, board members, or the Anti-Oppression Committee liaison who are all listed below, with contact information, to address events or experiences in discrimination or harassment within the physical or virtual spaces of UHA. People can contact any of the UHA representatives listed below based on their choosing and all communication will be kept anonymous unless requested otherwise and then, only with informed consent. When an instance is shared with a UHA representative, a course of action will be decided upon together between the two persons and can bring in more members of UHA or the personal support network of the person disclosing their experience(s). If a conflict of interest becomes apparent, the safety of the person connecting with a representative will be fully prioritized.

UHA will work towards resolution together with persons involved, case-by-case. Staff, board, and volunteers are committed to learning and unlearning through conversation, education, and the work of Anti-Oppression. UHA reserves the right to disallow access to the space to anyone intentionally engaging in acts of oppression; this is a last resort if steps toward resolution are not met and all other options have been exhausted. This last resort will be enacted to ensure to the best of our ability the safety of our community. It is worth noting that when safety protocols are required, uncomfortable feelings may arise too and in these circumstances it is a priority of UHA to show respect, consideration, and sensitivity to the situation occurring and the people involved.

Though not an exhaustive list of other courses of action, UHA reserves the right to remove an individual from any UHA activities without warning or refund, and to prohibit an individual from participating in future UHA activities, or to exclude an individual from UHA leadership positions.

Staff contact: Bethany MacKenzie; Union House Arts unionhousearts@gmail.com

Board Contact: Megan Samms, chair; kwe@livetextiles.online

Anti-Oppression Committee Head: John Weber; lekkerbelangrijk8@gmail.com

Anti-Oppression contact:

Living Document

In order to observe evolving political times, in the support of varied lived experiences, and in the interest of continuing dialogue and keeping clear communication streams alive, this Code of Conduct is classified as a living document. The content and direction will change as the context of the UHA community changes, as needs and supports are identified they will be implemented. Members of the Anti-Oppression Committee will regularly address this document and edit it to reflect input from the UHA community. Any community members, in any capacity, are encouraged to reach out to representatives of UHA as listed above to discuss the content of this document and to suggest changes.

Union House Arts Code of Conduct & Integrity Guidelines

At Union House Arts, we prioritize and work to create a safe, welcoming environment for all community members and participants during all of our programming and activities. This applies to in-house as well as virtual activities. The list below is an affirmative one that guides acceptable and respectful behavior in the spaces of UHA.

- All staff, volunteers, and board members are held accountable both within and outside of the physical space of UHA to represent UHA transparently and respectfully.
- Our goal is to work together to create a safe and inclusive environment to the best of our abilities for all people, while uplifting the voices and respectfully acknowledging experiences of the oppressed people who are part of our community.
- UHA celebrates and encourages tones and behaviour of support, care, and kind attention between all community members. UHA will not tolerate any behavior that is participatory in discriminating, quieting, oppressing, violating, or in harassment of any person or their experience in the spaces of our organization. UHA will not tolerate slander, discrimination, or verbal or physical harassment in the space.
- We affirm the rights of people in the space(s) to self-determine their needs and we are dedicated to fully receiving requests and to meet them in earnest.
- All staff, volunteers, and board members are expected to conduct themselves in ways that are respectful, considerate, and mindful of others in the space(s). If you witness disrespectful or unacceptable behavior, know that you are supported to disclose it to a staff member, volunteer, or board member in the spirit of solidarity and community safety. Anonymity will be protected at all times.

Acknowledgement and Thank Yous

UHA thanks the board, staff and volunteers for their support toward the drafting of this document; a big thank you goes to the Anti-Oppression committee and folks in attendance of Anti-Oppression meetings. Thank you to Andrew Testa for early meetings prior to planning and writing. Thank you to the staff and board at St. Michael's Printshop and Eastern Edge Gallery for sharing resources, work, and thoughts toward anti-oppression within our shared creative community.

Glossary

A Note on Language

For anti-oppression and pro-liberation language and terminology accessibility please refer to these informative documents that we learned from as we shaped our Code of Conduct &

Integrity. We will continue to add resources as we continue to learn and as the Code develops over time.

[GLOSSARY - Deaf and Disability Arts Practices in CanadaCanada Council for the Artshttps://canadacouncil.ca › Research › 2021/02](https://canadacouncil.ca › Research › 2021/02)

References

<https://www.carfac.ca/tools/indigenous-protocols-for-the-visual-arts/>

<https://www.indigenousprotocols.art/>

UNDRIP

SMP Code of Conduct

<https://artsconsulting.com/arts-insights/truth-and-reconciliation-in-the-arts-and-culture-sector/>

[GLOSSARY - Deaf and Disability Arts Practices in CanadaCanada Council for the Artshttps://canadacouncil.ca › Research › 2021/02](https://canadacouncil.ca › Research › 2021/02)

<https://culturalhrc.ca/sites/default/files/2019-07/HR%20Management%20Tool%20-%20Workplace%20Harassment%20and%20Violence.pdf>

<https://equity.ubc.ca/resources/equity-inclusion-glossary-of-terms/>

<https://afn.ca/about-us/code-of-conduct/>