

Updated September 2025

### Land Acknowledgment

We are very grateful to be on the unceded (stolen) lands of the Skwxw̓ú7mesh (Squamish), Səl̓ílwətaʔ/Selilwitulh (Tsleil-Waututh), and xʷməθkʷəy̓əm (Musqueam) Nations.

### Our Commitment

The James Black Gallery (JBG) is committed to creating a protective, inclusive, and anti-oppressive space. We strive to foster respect, dignity, and mutual care within our studios and gallery. This requires active participation and a commitment to learning and unlearning. We recognize that conflicts arise from unfulfilled human needs, including security, identity, and justice. As a space that supports equity-deserving communities, we approach conflict resolution with care and a non-disposability mindset.

### Community Expectations

The following behaviors will not be tolerated:

- **Harassment & Bullying:** This includes but is not limited to racism, misogyny, transphobia, homophobia, ableism, fatphobia, and white supremacy.
- **Violence & Threats:** Verbal, physical, or emotional violence is not permitted.
- **Microaggressions:** Snide gendered remarks, misgendering, and unwanted sexual remarks should be reported to staff or the board.

### Accountability & Conflict Resolution

We recognize we will not be able to be aware of all acts that occur within and without the space, but commit to be proactive when it is known that an act of harm or situation arises. If harm occurs in our space or online platforms, we will take the following steps:

- **Guests** will be asked to leave the premises, and the incident will be recorded.
- **Studiomates, Staff, Board Members, or Event Producers** will undergo mediation to seek resolution. If three reports of **harm** are recorded, they will be asked to leave JBG and affiliated spaces.
- **Acts of oppression or violence** (verbal or physical) will be taken seriously beyond acts of harm. Conflict or inappropriate behavior will result in a formal review process. Microaggressions can be addressed through mediation with staff or the board. Any intolerant behavior will result first in an accountability process and, if unresolved, a permanent ban from the premises.

Everyone is at different stages in their journey of unlearning systemic biases. We ask that all community members be open to growth and accountability. We acknowledge that unlearning is an ongoing process and that conflict is not inherently bad. However, we recognize that navigating these conversations can create additional labor for those already facing systemic barriers. We ask our community to engage in these processes with care and commitment to mutual respect.

### We Endorse the Following Anti-Oppression Principles

We recognize that systemic discrimination exists within institutions, including our own, and we commit to the following:

- Identifying and challenging individual and systemic discrimination, with the aim to engage in actions to eliminate it.
- Holding all community members accountable for maintaining an anti-oppressive space
- Providing educational resources through an online toolkit.
- Continuously assessing and improving our anti-racism and equity measures. Racism exists in Canadian society and in its institutions, and therefore affects the JBG itself. We recognize that we are responsible for combating racism in our gallery and related online or affiliated spaces.
- We strive for equity of results in our recruitment practices, and how we provide space and services.
- We recognize and respect the specific experiences of Black and Indigenous people and the need for a distinct approach to anti-racism measures for Black and Indigenous peoples.

Creating a safer space is an ongoing process. We remain committed to revisiting and strengthening these protocols over time. Thank you for being part of this collective effort.

### For mediation, concerns, or support please contact one of these sources

[ceramics@thejamesblack.gallery](mailto:ceramics@thejamesblack.gallery) for Ceramic Co-leads Hannah and Night

[thejamesblackgallery@gmail.com](mailto:thejamesblackgallery@gmail.com) for Studio concerns

[board@thejamesblack.gallery](mailto:board@thejamesblack.gallery) for General Board of Directors