



create national development
agency for collaborative arts

Safer Spaces Agreement

As an organisation, Create was founded on principles of inclusion and a desire to contribute to a more just and equitable society through alliances with progressive socio-political causes. From our very earliest days, this has been the essence of what we do and it continues to be a primary concern across all of our work. Create has always been at the forefront of progressive change, supporting artists and communities to navigate and understand the profound changes that have taken place in Irish society.

We are committed to creating a safe and welcoming space in all our events and activities, both online and offline. This means making our work as accessible as possible for all people, regardless of race, class, gender, sexual orientation, age, ethnicity, perceived socioeconomic background, and any areas where each of these might intersect. We believe in constructive dialogue and that no individual or organisation holds ultimate authority over others when navigating the intersectional nuances of this work.

The following list is a non-exhaustive collection of agreements, which can and will change and grow over time. Adhering to these agreements is a collective responsibility and everyone is individually responsible for checking their own behaviour.

- Racism, ageism, homophobia, sexism, transphobia, biphobia, ableism or prejudice based on ethnicity, nationality, class, gender, gender presentation, language ability, asylum status, religious affiliation or perceived socioeconomic background is neither accepted nor welcome.
- Both physical and emotional boundaries must be respected including explicit verbal consent before engaging in any physical contact with someone or crossing personal boundaries.
- Bring an awareness of the space you hold, the positions and privileges you bring, including racial, class and gender privilege and how these may affect others.
- Never make assumptions on the opinions and identifications of other participants without kindly asking first and then engaging in active listening.
- Make every effort in your interactions with others to not judge, look down on another or enter into competition.
- Be aware of the language you use in discussions and exchanges and how this relates to others.

- Work together to foster a spirit of mutual respect: Listen to the wisdom everyone has to share.
- Give generously to each person the time and space to speak and share their thoughts and ideas. In discussions, wait your turn to speak, do not interrupt others, and be kind with your words.
- Always remember: “Respect the person; challenge their behaviour”.
- Assume good intent in those you interact with. Bring an awareness that each person is trying their best and may be learning and challenging their own prejudices and biases during an interaction.

These agreements are shared by anyone engaging with Create, as well as Create staff, whether in person at events or meetings, or online, on social media, online events and advisory sessions. If someone violates these agreements a discussion or mediation process can happen with the help of another person, depending on the wishes of the person who was violated. If a serious violation happens to the extent that someone feels unsafe, the offending party can be asked to leave the space and/or event altogether. Those present can nominate a person or process to mediate if needed.

We are grateful to the Social Art Network for their Safer Spaces Policy, which we used as a basis to create this policy. SAN’s Safer Spaces Policy was originally published as part of their Social Art Summit in November 2018.