

FOUNDATIONAL PRINCIPLES and CODE OF PRACTICE

This document outlines core principles and internal policies that guide the development of the Black Curators Collective.

1. Statement of Principle

Black Curators Collective aims to prioritise the needs of black creatives and communities. We want to radically imagine – through practice – nurturing and sustainable structures, models and spaces which don't mimic institutional frameworks of hierarchy, privilege, and power.

BCC aim to enable it's members to self-determine, self-preserve and actualise an interconnected creative ecosystem which is upheld on collective care principles; anti-racist practices and transitional justice.

2. Operation and distribution of labour

- a. Individual members self-determine how much they can contribute to the collective.
- b. Delegation of tasks will be identified from a members roles and responsibilities, as well as actions they agree to be responsible for derived from a meeting.
- c. Members are accountable for the areas they are leading on.
- d. BCC is to make sure the distribution of labour is fair and shared among current active members.
- e. If you haven't attended 3 consecutive meetings, without written notice, your membership will be reviewed.
- f. Attendance to every meeting isn't required, and members can freely enter or exit a meeting at any given time.
- g. Members don't have to stay within a meeting for the whole duration.

3. Creating a supportive environment

- a. BCC is a safe space focused on cultivating JOY, instead of centering trauma.
 - i. All activity will support members and collaborators to thrive and feel joy.
 - ii. Members and collaborators are to show appreciation for the work people are doing, in the way they like that to be shown.
 - iii. Moments preceding meeting business that include celebration of the things people are doing.
 - iv. Alongside professional work, there is to be regular social hangouts.
- b. BCC is an active space of growth.
 - i. The network will actively help collective members to connect with each other, collaborate and move forward collectively and individually.
 - ii. Create an environment that supports people in being challenged. This is to enable collective members to test themselves and expand their knowledge.
 - iii. BCC should be a space for reciprocal conversations with the freedom to ask questions and push beyond what members think they know.
- c. The collective is a sounding board for ideas and problems, which come from a space of respect and understanding. This enables us to care and have love for one another's individual journeys.
 - i. The distribution of responsibility or labour comes from a place of care, support and compassion.
 - ii. The collective enables openness, everyone should listen to one another.
 - iii. The collective is encouraged to take inspiration from each other's ability to grow in light of new ideas.
- d. The collective will focus on impact and people's feelings instead of focusing on blaming.

4. Behaviour and Safeguarding

- a. All BCC members must participate in a way that shows consideration and respect to one another. It is not acceptable to use obscene, profane, threatening, or disrespectful language towards a BCC member, both written and verbal either through online, digital and in-person.
- b. Please behave in a manner such as to avoid any unnecessary risk to the safety, health and welfare of yourself and others.
- c. Do not send anyone material that could be considered threatening, bullying, offensive or illegal.
- d. We have zero tolerance to any behaviour of a sexual nature, that affects the dignity of people participating, which is considered as unwanted, unacceptable, inappropriate and offensive to the recipient, and that creates an intimidating, hostile, unstable or offensive environment.
- e. Do not give out a collective member's personal information online, such as an email address, phone number or home address to external individuals or entities without prior consent.
- f. Please do not assume anybody's ethnicity, nationality, class, gender presentation, language ability.
- g. We have zero tolerance to homophobia, transphobia, ageism, racism, ableism, sexism, xenophobia or any other prejudice based on ethnicity, nationality, class, gender presentation, language ability, asylum status or religious affiliation.
 - i. If any member behaves accordingly, they will be removed from BCC.
 - ii. If any partner, ally, or collaborator behaves accordingly to collective members or participants, BCC will immediately sever the agreement or relationship.

5. Confidentiality

- a. An assurance that frustrations felt within the workplace can be voiced in the group. Anything voiced during any BCC meeting is explicitly confidential, and never to be used as examples publicly without prior consent from the speaker(s).

- b. If consent from the speaker(s) has been given, The Chatham House Rule applies for all BCC meetings.
 - i. When a meeting, or part thereof, is held under the Chatham House Rule, participants are free to use the information received, but neither the identity nor the affiliation of the speaker(s), nor that of any other participant, may be revealed.
- c. Listening and respecting each other's opinions.

6. Conflict Management and Grievances

- a. If someone has an issue, the Mediator is an in-between to support conflict resolution. In the context of a collective, there is generally a sense that the Mediator has some equal level of power. Mediation can be part of the overall process of intervention.
 - i. The role of Mediator is shared between collective members on a rotational two months basis and members have to volunteer themselves as Mediators.
 - ii. If for any reason a member is unable to complete their term as Mediator, they have to give written notice and inform the collective via Email. The sitting Mediator also has to organise for another member to cover the role of Mediator in the interim period.
 - iii. The Mediator is to communicate any collective grievances to the Chair of each meeting. The Chair will put any new points for discussion on the agenda for the following meeting.
 - iv. Mediators must stay impartial and use transformative justice principles (refer to subject 7).
- b. If someone has an issue, they can bring it up – nothing is too small. To disclose or report your grievance, a member needs to contact the Mediator privately or submit an anonymous form (optional). All templates and completed forms are kept in the Google Drive folder titled “Grievances”. The completed forms will be kept in a folder that the Mediator can only access. The form will ask how someone wants the issue to be approached/dealt with and the desired outcome.

7. Transformative Justice

BCC to work towards embedding the transformative justice principles which are outlined below:

- a.** Ask why the harm was committed and what the root causes are.
- b.** Looks at the behavior, and doesn't judge the person as a bad person. The person who caused harm has healing to do and the person is not reduced to their actions.
- c.** The collective to adopt the thought that a person can be both someone who has caused harm and has been harmed. Transformative Justice offers choices and many options and moves toward liberatory values, understanding the status quo is not enough.
- d.** Transformative Justice involves a willingness to deeply question the status quo, and asks for imagination beyond the current system.
- e.** Transformative Justice tries to secure safety and healing.
- f.** Works to address power and privilege, in community and larger systems.