

Updated September 2020

**We acknowledge that we are on the unceded (stolen) land of the Skwxwú7mesh (Squamish), Səlilwətaʔ/Selilwitulh (Tsleil-Waututh) and xʷməθkʷəy̓əm (Musqueam) Nations.**

- We strive to be an anti-oppression all-inclusive safer space. Any intolerant behaviour will not be permitted, and result first in accountability and ultimately a permanent ban from the premises if unable to come to a resolution. No acts of oppression or violence, verbal or physical, will be tolerated at the gallery and affiliated areas (such as online accounts). This includes racism, misogyny, transphobia, homophobia, ableism, fatphobia and their intersections.

**If acts of violence or oppression are reported to gallery studiomates, event producers, board, or staff:**

- In the case of a **Guest**- the guest will be identified, the act recorded in an incident report and asked to leave The James Black Gallery space for the evening.
- In the case of a **Studiomate, Staff, Board Member, or Event Producer**- this person will be identified, the act recorded in an incident report and a mediation between the person causing the violence and the person who was affected by the violence will be conducted to reach a resolution or further action. If a Studiomate, Board Member, or Event Producer has had three incidents of violence/oppression reported, they will be asked to leave the Gallery and it's affiliated spaces.

**We endorse the following anti-racism principles:**

1. We recognize that racism exists in Canadian society and in its institutions, and therefore affects The James Black Gallery itself.
2. We recognize that we are responsible for combating racism both in our gallery spaces, related online spaces and affiliated spaces.
3. We assert our commitment to implement specific measures to combat racism, and to engage in actions to eliminate it.
4. We strive for equity of results in our recruitment practices, and how we provide space and services.
5. 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.

**Therefore, we will:**

1. Actively identify and challenge individual or systemic acts of racial discrimination in The James Black Gallery space and affiliated areas.
2. Ensure that Board, Staff, Studiomates and Guests are responsible for challenging racial discrimination in our workplace and service delivery.
3. Equip Board, Staff, and Studiomates with knowledge and skills in the form of a Google Doc toolkit to recognize and challenge racial discrimination in our workplace and service delivery.
4. Continually monitor and assess progress in challenging racial discrimination in our workplace and service delivery.

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

[director.jbg@gmail.com](mailto:director.jbg@gmail.com) for Executive Director Zandi Dandizette

[board.jbg@gmail.com](mailto:board.jbg@gmail.com) for general Board of Directors

[mily.joyce.mumford@gmail.com](mailto:mily.joyce.mumford@gmail.com) Board Member Mily Mumford