

Intentionally Healthy



There were 15 attendees, mostly female and one non-binary identified - no male-identified. After a brief welcome, artists were asked to respond to wall signage asking questions about topics such as power dynamics, consent, safety, conflict, experiences and resolution tools that have worked. Artists were free to mingle, chat and otherwise engage with one another. We recognized a lot of diversity in the length of career span in the room but there was little ethnic or linguistic diversity.

 <p>Hierarchical</p>	 <p>Agreement</p>	 <p>Questions</p>	 <p>Contractual</p>	 <p>Collaborative</p>	 <p>Conflict</p>
<p>A central figure determines final goal</p>	<p>General agreement on tools that work</p>	<p>Seeking clarity Not seeing current dialogue as giving answers</p>	<p>Possible to clarify in writing</p>	<p>Two or more with a shared objective</p>	<p>Internal or External signifies threat</p>
<p>Carefully maintained. Positive when roles are clear and boundaries respected.</p>	<p>Consistently check in. Clear understanding of each person's role. Offering multiple ways to respond. The ethics of participatory performance.</p>	<p>How do we maintain or uphold the safe parameters that we decide on? How do I navigate my conflicting needs when what makes my collaborator feel safe makes me feel unsafe? What is real consent - asking the entire room at once or approaching people individually and looking for their answer? Where does agency come from?</p>	<p>Right of First refusal if work is going to be taken forward for another phase giving artists the option to participate or not. Defining deal breakers.</p>	<p>How do you practice self-care in community? Do you need to ask for permission? Where does agency come from? Find the uncomfortable and distinguish it from the painful.</p>	<p>Contract as living document. Boundaries have to have room to move. Safe Space vs Comfortable Space and whose responsibility is it to provide this distinction?</p>

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Findings....

Even if boundaries are established there remains the question of how to uphold them if conflict arises.

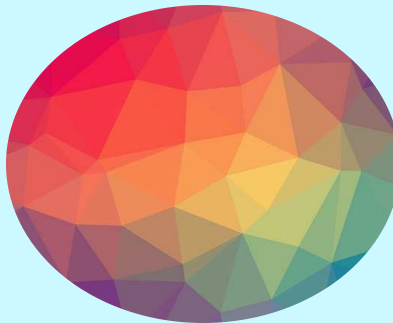
Truly seeking consent from individuals you work with requires patience and timing. It was noted that asking a consent or boundary question to a group denied the individual an opportunity to consider and then respond in an authentic way.

ENTHUSIASTIC CONSENT vs
PLACATING

Is being uncomfortable the same as being unsafe? This question should be asked on a large scale so that a multitude of answers can be considered.

The question of how to practice self-care comes up. This is a deeply personal question and one that should have a strong presence in the community.

There is agreement that boundaries should be malleable and adaptive. There is no agreement on when parties should push or retract. This is clear conflict and the community should pay attention to this.



Tools were shared in the meeting on resolving conflict. This mostly centred on constantly checking in throughout the process.

Perhaps the most effective thing a person can do is advocate for working conditions that respect their boundaries in the earliest of working conversations. A wide array of tools for this should be offered.