

IPAA Safer Spaces Statement

The Indigenous Performing Arts Alliance (IPAA) pledges to promote and protect the rights and dignity of all Indigenous people, regardless of their gender expression and identity, sexual orientation, blood quantum, age, religion, disability, economic status, education, and other distinguishing traits.

The Safer Spaces Statement may also be referred to as our Code of Conduct, providing guidelines with respect to behaviours and values for decision-making, advocacy efforts, and relationships with our membership and other stakeholders.

IPAA Community Values

This Code rests upon these traditional values understood in the Grandmother Teachings:

Debwewin = Truth

Dabasendiziwin = Humility

Manaaji'idiwin = Respect

Zaagi'idiwin = Love

Gwayakwaadiziwin = Honesty

Zoongide'ewin = Bravery & Courage

Nibwaakaawin = Wisdom

Our understanding of these values comes from Anishinaabe guiding principles passed down from generation to generation to guide the Anishinaabe in living Minobimaadiziwin (the good life) in peace and without conflict. To learn more about the 7 Grandmother/father Teachings visit [this website](#).

IPAA is committed to:

- Provide a healthy work environment with zero tolerance for discrimination, harassment*, bullying, and violence in all forms;
- Create spaces where all individuals are treated with dignity, can contribute fully, and have equal opportunities;
- Create an environment where employees, contractors, volunteers, and members can expect to be treated in accordance with the values of this code, and are also expected to treat others in the same manner;
- Promote a culture that values consent and encourages all employees and members to work together to ensure IPAA is a safer space for everyone;
- Advocate for the safety of the Indigenous performing arts community;
- Acknowledge and investigate incident reports in a timely and effective manner;
- Handle confidential reports appropriately;
- Adhere to the [Occupational Health and Safety Act of the Province of Ontario](#) and the [Canadian Code of Conduct for the Performing Arts](#);

- Review the Code annually and provide opportunities for stakeholders to communicate feedback, offer suggestions and accept amendments.

*Harassment can take many forms including unwanted sexual attention, inappropriate jokes or texts, threats, and other unwelcome verbal, written, visual, or physical communication or conduct.

Contact Points

- To report a concern, or complaint, or to provide feedback, please contact Executive Director Cynthia Lickers-Sage via email at cynthia@ipaa.ca, or email Board Chair [INSERT](#) at [INSERT](#).

You can also submit your report or feedback anonymously [through this form](#).

This Code of Conduct applies to all current employees of IPAA, including all full and part-time, casual, contract, permanent and temporary employees. It also applies to all persons who attend IPAA activities (including without limitation, the Intertribal Gathering, and online spaces). Without limitation, this policy will therefore apply to members, volunteers, artists and other third-party participants, independent contractors and members of the Grand Council.