



HONE Safe Spaces

What is a **Safe Space**?

The term **safe space** generally means “a place or environment in which a person or category of people can feel confident that they will not be exposed to discrimination, criticism, harassment or any other emotional or physical harm.”

Why is this important?

At Opera InReach we ensure that our mandate to be an equity-seeking organization factors into all our work. We strive to tear down the barriers that would prevent equitable access to this industry and a great deal of these barriers are created as a result of an unsafe space.

What do we do about it?

When we work, facilitate, consult, create, and practice we want to know that every person in the space, both our team members and our guests, acknowledge a set of governing principles that will lead to a safer working environment:

- An understanding of the privilege that you carry and its power both in our space and in society. Using your privileges to enable others without it is essential to creating a space conducive to inspiring better learning and healthy discussion and growth
- An understanding that in our spaces, discrimination of any kind outside of respectful opposition of ideas is not tolerated under any circumstance. This includes discrimination based on race, gender, sexual orientation, religion, physical attribute, social status, socioeconomic status, and geographical location
- An understanding that opinions are to be respected and are encouraged in our spaces but that no individual can dictate how another will receive that opinion. If an individual is offended by your thoughts, words, or actions, it is not your place to rebut that offence but to see value in their feelings and respond accordingly

Our Commitment

We acknowledge that opera and the arts have a long way to go to serve oppressed and traditionally excluded communities and we want to be an instigator of the change needed. We promise to uphold the principles in this document and to dedicate ourselves to creating a safe and equitable space first and a space for everything else second.