



SAFETY POLICY

AGE is founded on principles of equity and inclusion. Embedded in the meaning of equity is the creation of environments where everyone can achieve their full potential. Equity is predicated on safety. Safety is jeopardized when one person's power and privilege impact and impinge on another person's physical, psychological, mental, emotional and /or social well-being. This can be intentional or unintentional.

AGE will proactively curate and maintain the highest levels of safety for all people in its spaces.

AGE believes that the pervasive imbalance of power based on gender, race, sexuality, colorism, age, ableism, and socio-economic status, or any other characteristic is unsafe. AGE will focus on shared power, allowing all voices to be heard, amplified, and respected.

AGE will not assume that any space is safe.

AGE will be vigilant about providing advocacy and support for people who feel uncomfortable and/or unsafe physically, psychologically, mentally, emotionally, and/or socially. Advocacy and support include establishing a protocol to receive and gather information without retribution to the person in that position.

AGE will conduct regular exit surveys asking participants if they have any safety needs that have not been addressed.

ACTION PLAN

If a person feels unsafe for any reason, that person may submit a request for a support advocate to one or more of the following:

A BTC Team Member

- Justin Charles - justin@ageinthearts.org
- Minita Gandhi - minita@ageinthearts.org
- Yasmin Ruvalcaba - yasmin@ageinthearts.org
- Marissa Sanchez - marissa@ageinthearts.org

An AGE Board member

- Eleanor Gil-Kashiwabara - eleanor.amoros@gmail.com
- Angela Smith-Lund - asmith-lund@am-a.com

Independent Consultant

- Shani Harris-Bagwell - sharrisbagwell@gmail.com