

Mixed Precipitation Community Culture Agreement

This is a living document that will be thoughtfully updated annually, and as needed, with artists involved in Mixed Precipitation projects

Mixed Precipitation is dedicated to creating inclusive, supportive, and proactively safe spaces for collaborators, audience members, staff, and volunteers. This includes creating a culture that nourishes all those who inhabit our space, on both creative and personal levels. Mixed Precipitation's mission is to **create unexpected theatrical experiences and festive events that inspire social engagement**. We welcome every individual involved in this company to show up in their unexpected and unique ways.

These are our values:

- We make mutual respect and solidarity the foundation for relationships.
- We give gratitude and reciprocity to communities that welcome us.
- We listen and learn.
- We challenge norms, and welcome change.
- We oppose all forms of oppression.
- We commit to accessibility.
- We practice sustainability.
- We choose to be too small to fail: we act within our capacity rather than overextending ourselves.
- We celebrate new stories, and often play with opera as living works.
- We collaborate and reduce hierarchies.
- We share resources.
- We take care of our ecosystem.
- We adapt in the moment to support each other.
- We value people more than things.
- Everyone is welcome; no one is more special than others.

Mixed Precipitation does not tolerate harm of any kind (physical, emotional, and any other form of harm). We expect everyone in our community to be respectful. This means, for example:

- Do not pressure, intimidate, or harrass anyone.
- Do not use slurs or call people names.
- Do not physically harm anyone, either through reckless behavior or intentionally.
- Be aware and willing to learn about and examine your own biases and microaggressions that may hurt others.
- Do not cross boundaries someone has stated or shown.
- Listen and pay attention to other people's needs.
- Do not act defensively when you are told your behavior is harmful.

If you experience harm

If you experience harm in a Mixed Precipitation space, whether the harm comes from an artist, administrator, director, audience member, or someone else, you can take any of the following steps. You can choose any of these options, in any order, at any time. We recognize that it takes time to address harm. At different points in our lives we have different capacities to address harm. Whenever and however you acknowledge harm is valid. You can also choose to address harm in ways not listed:

Address the harm directly

If someone harms you, you can choose to directly address it, either in that moment or later. You have the right to do so in public or private. You also have the right to ask for support in addressing the harm from another person(s) in the company.

Not address the harm directly

If someone harms you, you can choose to not directly address it, either in that moment or later. You can choose to ask a support person within the company to address the harm. You can choose to remove yourself from conversations around the harm caused.

Share your story with another person

You can choose to speak out privately or publicly, in person or online. You may choose to do this for any number of reasons such as truth-telling or seeking emotional support.

Report the harm

You can report harm through any of the options below:

- Speak to a member of the **Anti-oppression and Wellness** team.
 - This person will help the person who was harmed determine what the next action step will be. Possibilities include bringing in a professional mediator or friend to facilitate conversation, or imposing disciplinary measures. Mixed Precipitation will pay for the first session of mediation and potentially multiple sessions, if the person harmed wants mediation.
- Fill out an anonymous [feedback form](#).
 - The form gives you an option to acknowledge harm with or without directly naming yourself or other individuals involved in the event.
 - This form will be available to all who come into contact with Mixed P.
- Request outside involvement such as a mediator or other help.

If you cause harm

If you have been called into a space at Mixed Precipitation because you have caused someone harm, we invite you to be open and honest in your communications and to seek learning and understanding in these moments.

We expect you to respect the choices made by the person harmed. Please be open to having a conversation about harm caused. We ask you to be willing to participate in any repair requested by the person who has experienced the harm.

If you repeatedly cause harm, whether in ways similar or different to the initial harm reported, the company might remove you from spaces where harm could continue. This is in accordance with Mixed P's mission to keep our community a safe space.

If you witness harm

If you witness harm in a Mixed Precipitation space between any people involved in the production or audience, please take care of yourself. We rely on your judgment to understand that you have witnessed harm and to check in with the person who was directly harmed. Before you check in, ask yourself:

- Do I have the capacity to center this person right now?
- Do they seem receptive to attention, or like they need space?

Remember that checking in does not need to happen immediately. Sometimes it is better to give space. Again, we rely on your judgment.

If you witness harm in a Mixed Precipitation space you also have the responsibility to report harm to the *Anti-oppression and Wellness team*: Akiko Ostlund: akikoostlund1@gmail.com, and Asher Edes: aesc1123@gmail.com. They are the designated people, not involved with the current production, whose role is to provide care and mediation in repairing harm. If you witness, hear about, or suspect harm done in a Mixed Precipitation space that involves a youth, you have the responsibility to report that harm to the Anti-oppression and Wellness team.

Supporting youth

We at Mixed Precipitation value working with people of all ages. We pay special attention when working with youth and respect their unique needs and perspectives. All of the cultural agreements and policies listed in this document apply to everyone involved with Mixed P, including our youth. If youth experience harm, we will listen closely to their needs and have any person of their choice present to support them. We will also make sure they know that they will not be penalized for speaking the truth.

Here is guidance for [If You Suspect A Child Is Being Harmed](#).

Community understanding

We want to make an important distinction between hurt and harm. Dr. Henry Cloud writes in his book *Necessary Endings*:

There's a huge difference between hurt and harm. We all hurt sometimes in facing hard truths, but it makes us grow. It can be the source of huge growth. That is not harmful. Harm is when you damage someone. Facing reality is usually not a damaging experience, even though it can hurt.

Mixed Precipitation will respond swiftly to harmful behavior, and will center any individual who has been harmed. As our company and community grow and learn together, we understand any protocol set in place may not be appropriate for every situation. Knowing this, we are committed to responding to every situation at its necessary pace so that more harm is not caused in the process, and that appropriate retribution can be offered.

Though our commitment to building a culture of harm-free spaces is paramount, Mixed Precipitation does not claim to have all of the knowledge on how harm can manifest and affect our communities. We write our policy from a “beginner’s mind,” meaning that we are committed to acting with humility and a willingness to learn. All who participate in spaces with us are invited to partake in this beginner’s perspective. To do so we must unlearn the behaviors and mindsets taught and upheld through colonialism, white supremacy, misogyny, transphobia, ableism, and all other systems of oppression that run deeply through our society. This invitation encourages the empowerment of each individual, and honors every liberative orientation that is brought into the space. Please feel free to add comments to this document so that we may continue to work towards a deeper understanding of creating theatrical work in a space that feels safe, nurturing, and inspiring for all.