

The Star and Shadow Cinema Cooperative

Safer Spaces and Anti-Oppression Agreement

This is an agreement written by people involved in the Star and Shadow Cinema Cooperative (S&S or Co-op) about how we want to relate to one another within the Co-op and more widely as the S+S Community. This is the basic agreement that everyone who uses the S&S agrees to live by.

We want the Star and Shadow to be a Safer Space, this means a place:

- where we enable one another to feel welcome, safe, respected and able to be ourselves in whatever way we see fit
- where gender, race, sexual orientation, physical/mental ability, educational background or other difference between us is accepted as just that: a difference;
- where no one is belittled, spoken-down to, silenced, negatively pre-judged or otherwise oppressed on account of their differences;
- where we pay attention to the differences between us and the ways that some differences can privilege us. We actively work to minimize the oppressive effects of privilege through reflecting and modifying our interactions;
- where we commit to 'call-out' oppression, when we experience or witness it;
- where we accept that we may be 'called out' when others feel we are not living by this agreement - and where we accept such challenges with gratitude, as an opportunity to learn.
- where no one is abused, psychologically, sexually or physically;
- and where anyone who feels unsafe, oppressed or abused in any way, feels confident to call it out and/or to seek support knowing that they will be treated seriously, with care and compassion.

We know that creating Safer Spaces is a long and difficult process. Reflecting on privilege, oppression and modifying the subtle (and not so subtle!) ways we interact takes effort and time. We embark on this journey knowing that we stumble along the way but commit to keep going because the path leads to a more equal world. If you feel that something is missing, we have a monthly general meeting where we welcome your input.

If you feel that someone has broken this agreement and you want to talk or take action, speak to a member of the S&S or ask someone else to do it for you. We have Accountability & Conflict Resolution Processes that we are happy to facilitate with your guidance.

Contact the mediation collective: 7cz@starandshadow.org.uk