

## **The Clay Studio Shared Community Agreement**

### **Core Diversity Values and Guidelines**

The Clay Studio believes that a welcoming environment is critical to our Diversity Equity, Access, and Inclusion work. We do not tolerate anti-Blackness, racism, sexism, ageism, homophobia, transphobia, white supremacy, colonialism, hatred, or any other forms of discrimination and oppression. This extends to artists, students, customers, employees, board members, volunteers, interns, and patrons. We do not discriminate based on race, ethnic identity, gender identity or expression, sexual orientation, socio-economic background, or religion. We are a safe place for citizens and non-citizens alike. We strive to accommodate those of any age and physical ability.

We hold ourselves and each member of our community accountable and expect everyone to embrace and uphold these values. We will act swiftly and respectfully to correct the behavior that goes against these core values. We do not tolerate hate speech, violence, or intimidation. We also acknowledge that microaggressions can occur in less intentional but equally harmful manifestations. Therefore, The Clay Studio is prepared to take corrective actions that will seek to make room for education and conflict resolution before becoming punitive. We come from a place of respect and kindness but are committed to our responsibility to uphold shared community values. The Clay Studio asks that each member of our community commit to our agreement to ensure that we intentionally acknowledge our individual roles in creating a welcoming environment for all. Details of expectations, reporting, and review process may be found in our [Code of Conduct](#).

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As a member of our community, you support our mission and values of access, community, inclusivity, and accountability. We agree:

- We all have a shared responsibility in creating the space, support, and inspiration necessary for expression and mastery in the ceramic arts.
- We welcome each other with open hearts and share space so all can learn and thrive.
- We respect others: including their work, perspectives, and diverse backgrounds.
- Everyone has something to learn; everyone has something to teach.
- To be present & gentle with ourselves: Embrace the time we have given ourselves to be in the studio and with others; practice makes progress, not perfection.