

CODE OF CONDUCT

First Nations Performing Arts Workforce Development Roundtable

Tuesday 13 June, 2023
Abbotsford Convent, 1 St Heliers St, Abbotsford VIC 3067

The First Nations Performing Arts Workforce Development Roundtable is a First Peoples led and facilitated gathering. First Nations organisations and arts leaders have carefully crafted this event to facilitate policies, solutions and actions to collectively address our sector's needs. Participants who have been invited into this space are expected to comply with the self-determined First Nations Performing Arts Companies conduct standards:

1. This gathering has a zero tolerance policy regarding violence or harassment of any kind, including racism and lateral violence.
2. Respect the Principles on which this gathering is founded:
 - a. **Self-Determination of First Peoples**
This gathering acknowledges the right of First Peoples to determine our own cultural and artistic expression or identity, including the rights of community-controlled organisations within our First Nations cultural arts sector and broader arts industry.
 - b. **First Nations Leadership**
We uphold and prioritise First Peoples lived experiences and voices.
 - c. **Cultural Protocols and Processes**
This gathering upholds our collective obligations to First Nations cultural protocols. Information shared with participants at this gathering may include Indigenous Cultural Intellectual Property (ICIP), including contemporary Indigenous ways of being and doing that apply to artists and art making. Participants are bound by Australia Council's Protocols for [First Nations Indigenous Cultural and Intellectual Property in the Arts](#), by Dr Terri Janke.
3. Behave honestly and with integrity.
4. Treat everyone with respect and courtesy and without harassment of any kind.
5. Act in the spirit of care, consideration and collaboration.
6. Take all reasonable steps to ensure your own safety and that of others, and actively contribute to a safe and respectful environment for all participants.
7. Maintain appropriate confidentiality.
8. Comply with all applicable Australian laws.

The hosts of this gathering reserve the right to require any individual to remove themselves from the event if they breach any of these standards.