

Ballet Program Shared Values and Community Agreement

The Ballet Program faculty commit to these shared values and ask students to commit to this community agreement:

We are all working to cultivate an environment of respect for all individuals in our learning spaces. We acknowledge that each of us come from different backgrounds, bring with us various histories and experiences. We are all learning and growing, and we aim to support each other in this effort with grace and compassion. Know that we are all working with the best of intentions. If we make a misstep, please gently remind us, and we commit to doing the same for you.

- We commit to continuing our understanding and work within Diversity, Equity, and Inclusion (DEI).
- We acknowledge that we all have biases and/or blind spots and commit to working toward understanding our own so that we cultivate a community of equity and compassion.
- We will treat our students as adults, encouraging them to take ownership of their learning experience, and actively countering the infantilizing treatment traditionally found in ballet training. In this vein, will refrain from language or actions that might be interpreted as infantilizing, such as referring to individuals as *girls* or *boys*.
- We commit to respecting the gender identity and expression of individuals. In this vein, we have created a gender-neutral dress code and will use preferred pronouns as requested.
- We will make every effort to remember each student's name and pronounce it accurately (especially if it is unfamiliar or challenges us).
- We will respect everyone's time by starting and ending classes on time, and students are expected to be prepared to begin on time.
- Attendance will be taken consistently and posted on Canvas so that students and faculty have an ongoing understanding of where they stand.
- If Zoom classes are an option, policy/expectations regarding Zoom classes will be communicated at the beginning of the semester/rotation.
- We commit to using tactile cueing or hands-on instruction *only* with the consent of the student. The authority for consent *always* resides in the hands of the student.
- We will strive to give equal attention, both corrections and praise, to all students participating in our classes.
- We agree not to shame or demean.
- We acknowledge that instructors are individuals with various unique approaches to the teaching/learning experience and understand the value in diverse teaching philosophies. While questioning is welcome, we will not criticize the approaches of other teachers and ask that students do the same.
- We recognize the uniqueness of each body and will refrain from commenting on body shape, development, weight, diets, or eating habits.

- We invite students to advocate for themselves and encourage students to request meetings with faculty outside of class time to discuss concerns.
- We will trust an individual's account of their own life events.
- We will own the impact of our words and actions. Even if we may believe that our intentions were misunderstood, we will listen with an attitude open to change and try not to react defensively or dismiss concerns.