

## TDIF Guidelines for Community Leaders

Community Leaders at TDIF such as TDIF festival coordinators, advisory board members, teachers, staff and performers are expected to create a supportive atmosphere with each other and all participants at TDIF.

The TDIF teachers and performers were all selected based on proposal submissions. We view the roles of all Community Leaders as a gift to the festival, and we also recognize that all leadership roles create power dynamics which must be stewarded responsibly.

Although this document does not outline the nuances of power dynamics in all situations, we strive for all participants to commit to considering power dynamics (including one's personal power in CI communities outside of a TDIF festival role) in their interactions.

TDIF will not tolerate anyone in a position of power (all Community Leaders) pursuing sexual relations with participants without leadership roles throughout the duration of TDIF.

**Informed Consent:** When each dance improvisation event communicates clearly what its mandate is and what will be involved then each of us attending knows what we are consenting to when we enter the space and can make informed choices<sup>1</sup>. TDIF is an isolated event with an amalgamation of teachers and volunteers leading events. We ask that event leaders provide the maximum information in their class/performance/workshop descriptions so participants can enter the space with informed consent.

We recognize that knowledge about social justice issues and systemic power imbalances may vary depending on the context every individual comes from. As Community Leaders with a position of power we ask all organizers/volunteers, teachers, and presenters to educate themselves should any of these issues emerge throughout the TDIF Festival.

We ask Community Leaders to be particularly aware of manipulation techniques such as taking advantage of power imbalances, targeting vulnerable people, lying, persisting against someone's boundaries, gaslighting, a mix of compliments/critique and methods of disorientation designed to establish power over someone, working to isolate someone etc. so that **Community Leaders** can avoid these behaviors and spot those actively engaging in them in the community<sup>1</sup>.

If a boundary violation occurs, the Response Team will be called in to use the Response Protocol.

*These guidelines were adapted from those originally created by the organizers of CI50 at Oberlin College July 2022.*

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<sup>1</sup> Kathleen Rea's REAson d'etre dance productions (RDDP) Jam Guidelines