



WE ARE EPIC.....WE ARE INCLUSIVE

Epic Arts Inclusion Policy

We are Epic....We are inclusive.....but we are also human and although we try to do all of the things outlined in this document, we may make mistakes. We do not judge people for making mistakes, but try to help and improve if mistakes are made.

Ultimately all Epic Arts staff should try to have an inclusive outlook and try to act in an inclusive way at all times

Epic Arts is an **inclusive arts** organisation, this means that

1. We believe every person has the right to be valued as a person, treated in the same way as everyone else and seen as equal to all others.

This means we do:

- Respect everyone we work with regardless of job title or status
- Care for each other and support each other in our work
- Accept people as they are and encourage them to develop

This means we do not:

- Judge or disrespect people for the way they are or intentionally make people feel inferior
- Discriminate against people in any way
- Give special treatment to people; everyone is treated the same.

2. We believe every person regardless of age, nationality, ability, race, intellect, gender, sexual orientation or religion is a creative, artistic individual with the right to express themselves in their own way

This means we do:

- Believe that every persons artistic and creative expression is valued and accepted as unique
- Respect and accept the cultural boundaries of the people we work with and allow them to be creative within their own cultural systems

- Celebrate the processes and journeys of each individual through the arts, not just the final work produced
- We embrace every persons creativity and encourage it to grow

This means we do not:

- Take away someone's opportunity to express their creativity by themselves and in their own way
- 'Help' someone in a creative situation if it is not necessary, we allow them the space and time to be creative

3. We aim to make everyone welcome and included in our center, café and at any event we are a part of. We strive to promote an inclusive society for all by setting an example to others through our actions, words and thoughts each day

This means we do:

- Act as inclusive ambassadors in our communities
- Set an good example of being inclusive at work and in our communities
- Ensure our words and actions are inclusive of all those around us at work and in our communities

This means we do not:

- Exclude people from what we do through our words or actions
- Want people to feel isolated or unwelcome because of our actions or words
- Use different language skills to exclude or isolate someone without knowledge of that language

4. We believe in clear, accessible, high quality and inclusive communication for everyone. We celebrate the languages in use in our organisation and embrace inclusive communication in written, spoken or signed formed

This means we do:

- Employ professional English/Khmer translators and Cambodian Sign translators and these should be used at all times
- Communicate through translators using the languages of the people present, If there is a deaf person in the room, sign is used, if there is a Khmer speaker in the room, Khmer is used, if there is English speaker in the room English is used...if there is a mix of everyone, we use everything, regardless of the time it takes.

- Try to speak as well as sign if we are not deaf and there are hearing people present, even if this is a short translation of what is said afterwards.
- Try to make sure that all documents for people used at and produced by Epic Arts are written in Khmer and English and where necessary picture form

This means we do not:

- Use sign language in conversations unless we are deaf or communicating with a hearing impaired person
- Sign when someone else is signing, as this is the same as talking over someone
- Use another language to isolate someone in a conversation
- Require anyone to learn a new language to access our work or work/participate in our organisation

5. We believe that every person has the right to develop and learn within our organisation. We strive to create sustainability and provide opportunity and training

This means we do:

- Allow Epic staff the opportunity to do their jobs and to learn through feedback, even if this is not the quickest or easiest way to do something
- Give people opportunities to try and learn by practice and encourage them to persevere despite difficulty
- Give people the chance and support to do things on their own
- Want people to grow personally and professionally in order to grow a sustainable Cambodian organisation in the future with advisory input from non-Khmer consultants

This means we do not:

- Take away someone's opportunity to learn, develop or do their job
- Get frustrated if people have difficulties in their work, instead we give feedback, set new targets and give the appropriate training
- Do someone's job for them, no matter how much we think we could do it better or faster

6. We value excellence and the highest possible standards in all our work whilst maintaining the above rules and still working to be inclusive at all times

This means we do:

- Push for the best possible standards and artistic quality of work regardless of ability
- Ensure that artistic and creative feedback is always given in a constructive and supportive way
- Provide the best artistic activities, education, learning, environments and training that we can possibly manage

This means we do not:

- We do not allow disabilities to be an 'excuse' for poor quality work or for work to be seen as 'good for people with disabilities'
- Cut corners in our work whether that is as a performer, teacher, office worker, cleaner or cook
- Allow something to be 'good enough', but instead we push for the best we can do

7. We expect people at Epic Arts to be adaptable and to take responsibility for their own experiences. Each person is an expert of their own reality and should be encouraged to challenge themselves within this to be the best they can be.

This means we do:

- Encourage people to be open to new experiences
- Want people to give everything a try their best regardless of their ability
- Think that every person is responsible for getting themselves involved in activities and adapting to them
- Try to be flexible and adaptable in all that we do and allow for changes to enable inclusion

This means we do not:

- Restrict anyone from joining our activities, but find a way to adapt to make it possible
- Want people to use a disability as an excuse not to do something, but instead be helped to find a way to be able to do it and involved
- Exclude people from any activity because of age, nationality, ability, race, intellect, gender, sexual orientation or religion.