

ISLE OF TEASE BURLESQUE FESTIVAL COMMUNITY POLICIES

The Isle of Tease Burlesque Festival (ITBF) is committed to reflecting all members of our burlesque community on our festival's stages; the purpose of this policy is to act as a guide to help ensure the reflection of this diversity and inclusion.

Acknowledging Territory

The Isle of Tease Burlesque Festival wishes to acknowledge that our festival will be taking place on the unceded, unsurrendered, traditional territory of the Lekwungen people, now known to most as the Esquimalt and Songhees First Nations. We also recognize, given that we are choosing to represent Vancouver Island, that our core communities exist on the territory of additional Coast Salish nations, on Nuuchahnulth territories, and on Kwakwaka'wakw territories. We recognize with gratitude that our work occurs on their lands. We endeavour to promote the dismantling of sexualization of indigenous people, in particular, those of women and folks who identify within the LGBTTTQQAAP spectrum).

We will follow local protocol by asking an Elder from one of the local nations to offer a welcome at our events with an honorarium provided when appropriate and, when not appropriate or possible, for our host to offer a proper and genuine acknowledgement at the beginning of an event. We recognize that, while acknowledging territory is an important component of following local protocol and reconciliation, we must live these acknowledgements through our everyday actions, and be mindful of indigenous representation in all aspects, both within and outside of this festival.

Diversity and Inclusion

Isle of Tease strives to curate space in our showcases and workshops for marginalized performers. These performers include but are not limited to:

- performers of colour
- indigenous performers
- performers of size
- performers with disabilities
- performers belonging to the LGBT2QQAAP (Lesbian, Gay, Bisexual, Transgender, Two-Spirited, Queer, Questioning, Intersex, Asexual, Agender, Pansexual) community
- performers over the age of 40
- low-income performers

We will also ensure we have space for new performers (meaning they have been performing for two years or less). The curation of performers in the Isle of Tease Burlesque Festival, including our headliners, will be chosen to represent the rich diversity of bodies and identities who are defining burlesque in our communities today. This will be achieved by ensuring our adjudication panel is made up of people who reflect this diversity.

Application Fee Waivers and Videos

We will have an exclusive two-week period where application fees will be waived for performers who self-identify in the categories described previously..

If a performer is unable to obtain performance video footage of an act, we will accept rehearsal videos provided the video clearly shows all components of the performance.

Creating Space for Diversity

Our application process will have space for performers from marginalized groups to self-identify in the categories described previously, which are included to assist our organizers with both current and future curation and data for accountability to the community policies.

We will have a minimum of two performance opportunities throughout the festival for performers who are considered to be new performers, who had their burlesque debut no earlier than November 15, 2017. The artistic direction panel will make the final curation based on the recommendations of the adjudication panel, taking applicants' identities and full applications into account.

Accessibility

The Isle of Tease Burlesque Festival strives to provide venues that are accessible to performers and audience members wherever possible. All events will have accessibility notes included in the event information.

Safer Spaces

The Isle of Tease Burlesque Festival is dedicated to providing an inclusive environment in which all participants of our events feel comfortable and free from harassment*.

We promote and celebrate a diverse and inclusive burlesque community, to provide that at the Isle of Tease Burlesque Festival we will not tolerate

- Racism, sexism, classism, ableism, homophobia, transphobia, fatphobia, and all other forms of discrimination
- Physical, verbal, or mental abuse
- Bullying
- Sexual harassment, inappropriate or unwelcome comments and behaviours
- Disruptive or disrespectful behaviour
- Causing a participant or attendee to feel distressed or unsafe

The following guidelines will help ensure a safer space:

- Respect peoples' physical and emotional boundaries.
- Get enthusiastic consent first. Use coherent verbal communication to express your desires before touching anyone.
- Be responsible for your actions, and aware that they may have an effect on others regardless of original intent.

If an issue arises with a participant or attendee before the festival, the Isle of Tease staff will be available to hear these concerns and find a solution that is in the best interests of the community and the event being a safer space. Should an issue arise with a participant or attendee during the festival, staff will be available to mediate on-site and attempt to find a solution. Staff reserves the right to ask any attendees who are violating the safer space policy to change or address their unsafe behaviour or language, or leave the event if needed, without refund of ticket purchased.

By purchasing a ticket, or agree to participate in any of the events hosted by The Isle of Tease Burlesque Festival, you agree to conduct yourself in a respectful manner as outlined in our Safer Spaces Policy.

*(*Definition of Harassment: Harassment means any conduct that is known, or reasonably to be known, to cause offence or humiliation, and may include persistent unwanted attention, and deliberate infringement of personal space.)*

Community Acknowledgements

This policy is a living document which will be reviewed on a regular basis, and we welcome input from our community members.

We would like to acknowledge and thank the following performers for their contributions which led to the creation of this policy: Aurora Noire, Cherry Cheeks, Hazel Nuez, Kinker Belle, Scarlett Hummingbird, Marius Faerius, Gala Vega, and Tanille Geib. We would also like to thank Ruthe Ordare, Artistic Director of the Vancouver International Burlesque Festival (VIBF), for undertaking the diversity and inclusion work for VIBF and sharing it with us to assist in the creation of our own policy.