

# DJERASSI

RESIDENT ARTISTS PROGRAM

## COMMUNITY GUIDELINES

*A Living Commitment to Respect, Inclusivity, and Care within the Djerassi Program Community*

### INTRODUCTION & PURPOSE

The Djerassi Resident Artists Program is dedicated to providing a supportive and generative environment where artists, staff, and guests feel safe, seen, and valued. These Community Guidelines are a shared agreement and living document—intended to foster an atmosphere of care, mutual respect, and artistic growth. They serve as a foundation for our community, which thrives on creative exploration, dialogue, solitude, and shared stewardship of the land.

Djerassi is also a community of alumni artists spanning more than 40 years. It is our hope that alumni artists, especially when returning to the ranch and interacting with each other, will abide by these guidelines as well.—a space of deep listening, bold creativity, and communal care. These guidelines reflect our shared intention to protect and nurture the creative spirit, in all its forms. Together, we uphold a community rooted in respect, integrity, and love for the land and one another.

We recognize that creative work is deeply personal and that true community requires ongoing effort, empathy, and accountability. We offer these guidelines as a commitment to one another and to the values that define the Djerassi experience.

Let's continue to grow this space—thoughtfully, responsibly, and in community.

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### OUR SHARED VALUES

- Creativity & Reflection: We support deep work, curiosity, and risk-taking in artistic practice.
  - Respect & Compassion: We treat all individuals with dignity, empathy, and kindness.
  - Accountability & Repair: We address harm thoughtfully, centering healing over punishment.
  - Inclusion & Access: We honor diverse experiences, lifestyles, and race, striving to make our community welcoming to all.
  - Stewardship of the Land: We acknowledge the land's history and commit to its ongoing care.
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### RELATIONAL COMMUNITY AGREEMENTS

These agreements support how we engage and build relationships with one another at Djerassi Resident Artists Program and in the world as the Djerassi Program Community

- Speak from personal experience and listen with curiosity and care.
  - Honor confidentiality. What is shared in trust stays within the community and is responsibly honored.
  - Be mindful of space—step forward, step back—to ensure all voices are heard.
  - Avoid assumptions. Practice cultural humility and self-awareness.
  - Address conflict directly and with compassion, and apply disciplinary processes when necessary.
  - Acknowledge power dynamics related to race, gender, ability, class, and identity.
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## INCLUSION, EQUITY AND COMMUNITY

We are committed to creating a space that is welcoming, equitable, and inclusive for all individuals. This includes addressing systemic barriers and actively working to dismantle racism, sexism, ableism, classism, xenophobia, homophobia, transphobia, and all other forms of oppression that can impact artists and communities.

- We affirm that diversity of thought, experience, and identity enriches our shared creative space.
- We seek to elevate and support historically marginalized voices.
- We actively engage in education, self-reflection, and action to foster equity and justice.
- We strive to make participation accessible across physical, sensory, emotional, and financial lines.
- We affirm all gender identities and expressions, and all sexual orientations.
- We use inclusive language and honor everyone's names and pronouns.
- We create room for LGBTQ+ experiences and leadership within our programs and culture.
- We do not tolerate discrimination in any form.

We recognize the unique vulnerabilities and strengths of LGBTQ+, BIPOC, and historically marginalized people and are dedicated to building a residency experience and community where all individuals can be fully themselves.

This work is ongoing, and we welcome feedback as we continue to deepen our practices of equity and belonging.

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## OPERATIONAL AGREEMENTS

These agreements support how we share space and live in community:

- Respect communal and creative spaces, including studios, kitchens, and trails.
- Honor quiet hours and fellow residents' need for solitude and focus.
- Support accessibility. If needs arise, communicate with staff (Katherine Ross Ward - [katherine@djerassi.org](mailto:katherine@djerassi.org)) and one another.
- Follow safety protocols and environmental guidelines.

- Refrain from harassment, discrimination, or any action that compromises another's dignity.
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## ACCOUNTABILITY & REPAIR

We know that harm can occur, even in caring spaces. When it does, we prioritize accountability, healing, and growth over blame or punishment. Our process may include:

- Listening to and centering the person harmed
- Engaging in restorative dialogue and repair when possible
- Staff facilitation and follow-up (Katherine Ross Ward - [katherine@djerassi.org](mailto:katherine@djerassi.org))
- Whether an alumnus, guest, or current artist, consequences for ongoing or severe harm may include removal from the property, dismissal from the program, and/or being prohibited from returning.

*We do not tolerate hate speech, harassment, or violence in any form.*

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## LAND ACKNOWLEDGEMENT & STEWARDSHIP

Djerassi Resident Artists Program respectfully acknowledges that it sits on ancestral lands of the Muwekma Ohlone and Ramaytush Ohlone Indigenous Peoples. Environmental care is part of our mission. We recognize that the land is not only a physical space but also a teacher, collaborator, and source of creative and spiritual nourishment. We ask all community members to help sustain the integrity of this land, so that it may continue to inspire generations of artists to come. We acknowledge and honor the land's history and the ecological systems it supports. As guests and stewards:

- Engage with the land as a source of inspiration, healing, and connection.
  - Leave no trace: conserve water, dispose of waste properly, and care for living things.
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## FEEDBACK & DIALOGUE

Open, respectful dialogue is core to our community. If an issue arises:

- Reach out to a staff member for support (Katherine Ross Ward - [katherine@djerassi.org](mailto:katherine@djerassi.org))
- Propose check-ins or community discussions when collective conversation is helpful

These guidelines are not static. We welcome suggestions and feedback that help ensure this document continues to serve our community's evolving needs.