

~ WE WELCOME ALL. ~

Breathe's Core Diversity & Inclusion Philosophy

Breathe is committed to fostering, cultivating, and preserving a culture of diversity and inclusion.

We celebrate the characteristics that make our attendees unique and show our commitment to diversity and inclusion by working to:

- Unpack societal exclusion trends
- Reduce inequality
- Increase access to the festival and our community's resources
- Make space for marginalized voices
- Listen and look closely at our own fragility and defensiveness
- Recognize our own limitations of understanding and commit to growing overtime as it becomes clearer how we can best serve the diverse Breathe community

We want to include, embrace, and empower every person regardless of:

Age

Race

Gender Identity or Expression

Religion

Physical or mental disability

Medical condition

Parental Status

Marital Status

Language

Physical or Mental Ability

Political Ideology

Sexual Orientation

Socio-Economic Status

Military or veteran status

National origin or ancestry

Citizenship status

Unemployment

Status as a victim of domestic violence, stalking or sex offenses

Affiliation with a spouse or domestic partner falling within the protected categories mentioned above.

Positive Action

Taking time and making space to listen and learn

We take the time to become aware of one another's backgrounds, interests, and assets while actively seeking to understand perspectives different from our own.

We recognize that our differences make us stronger. We actively seek to diversify our community to ensure that many different opinions and beliefs are part of and enrich our discovery journey. We respect and seek out the inclusion of differences, realizing we can learn from each other.

We insist on a culture of respect and recognize that words and actions matter. The absence of actions and words also matter.

Accountability at the festival, and at home.

We all share the responsibility to create a positive culture and safeguard equity, inclusion, dignity, and respect for all. We hope that each member of the Breathe community can be a role model for other festival attendees, and in their home spaces. We treat the festival as a safe space to practice being our best selves, so that we are able to take these standards into our home communities. By discovering our purpose at Breathe, we can awaken our world.

All people at Breathe have a responsibility to treat others with dignity and respect at all times. All attendees are expected to exhibit conduct that reflects inclusion during the festival.

We take action when we observe someone being treated unfairly or in a demeaning manner. We are holding each other gently, but we are holding each other accountable. We are growing together, and are taking brave steps to face our own defensiveness and insecurity so that we are able to listen and provide safe spaces for all bodies. When appropriate, we call out/in our friends, and may be called out/in ourselves.

Attendees who believe they have been subjected to any kind of discrimination that conflicts with the Breathe's diversity values and initiatives should seek assistance from a staff member and/or a "peace holders" team member. If you are called out/in by a member of a marginalized or oppressed group we encourage you to seek a member of the Breathe Diversity committee to discuss the situation. Please do not ask survivors of oppression to aid your education unless they have the emotional energy, safety of circumstance, and desire to do so.