



# A MANIFESTO OF CARE AND RESPECT

*Considering our own health and self-care, our worth, our expertise and our lived experience, we, a collective of LGBTQIA+ practitioners, have compiled this manifesto.*

*If Scotland's youth theatre sector can work towards fulfilling our needs, not only will youth theatre become a safer and healthier place for us to be ourselves, but we will also be able to continue to create an environment for young LGBTQIA+ people to thrive and have the strength to challenge the world outside of our workshops.*

## **THE ORGANISATIONS WE WORK FOR:**

We need the organisations we work for not to rely on their queer artists to be solely responsible for queer representation and LGBTQIA+ inclusion.

We need organisations to shoulder the responsibility of their own learning and training.

We need organisations to pay us for our knowledge and time if asking us to help with developments outside of our creative responsibility.

We need organisations to celebrate our different practices and continue to show up in their support. This includes defending us and our work to the wider community.

We need organisations to grow with us and support queer art.

## **OUR ALLIED COLLEAGUES IN THE YOUTH THEATRE SECTOR:**

We need our allies to do their own work. Listen, speak out and learn from us.

We need our allies to lead by example, loudly and proudly.

We need our allies to realise the importance of the LGBTQIA+ cause and to know that understanding or relating to our experience shouldn't limit your ability to accept us.

We need our allies to listen to our stories, share them and celebrate them with us.

## **OUR LGBTQIA+ COLLEAGUES:**

We need our LGBTQIA+ colleagues to approach the work with openness to share resources and practice without fear of judgement and without gatekeeping.

We need our LGBTQIA+ colleagues to continue to build relationships across the sector that are open and supportive, acknowledging differences in lived experience.

We need our LGBTQIA+ colleagues to respect, uplift and challenge each other as we all continue to learn and grow.

We need our LGBTQIA+ colleagues to be there, be kind and have a laugh.

## **OURSELVES:**

We need to give ourselves time for a break, to fail, to develop, to grow, to chill and to be ourselves.

We will not feel guilty about setting boundaries and having an off day.

We need to acknowledge that our practice is an ongoing process and show ourselves the kindness that we would show our young people.

We need to stay true to ourselves and remember the impact we can have on young people's lives by living authentically.