# Example Community Agreement

with immuno-inclusivity provisions

This generic community agreement is intended as a starting point for planning. It is based in part on the Member Guide to Creating a Community Agreement from the Canadian Actors' Equity Association (CAEA), and on an actual community agreement used during a 2024 opera production. The latter was developed during a pre-production virtual meeting with all artists and creative team members, and revisited during the rehearsal process.

This example does not replace your own hazard assessment and community consultation; learn more about possible tools and practices at ImmunoInclusivityInOpera.ca.

This co-created community agreement is a living document that strives to set the tone for our time together. It can be altered throughout the creative process as needed.

Focusing on a values based agreement helps us move away from rules and norms toward a collective vision. Values are beliefs or principles that guide you and are most important to you and others in your community. How can we create a safer, more inclusive workspace?

## Shared Values

Follow the CAEA steps to arrive at a set of shared values that works for your situation. You may find your shared values group well into categories, or that they each need to stand alone. Here, we include one category that arose related to access and inclusivity:

### Access & Ongoing Check-Ins

- Permission to move around the space, occupy the space as is comfortable for me, and to use the tools I need for comfort
- Trust in each other's learning processes - everyone's may look different
- Ability to speak up for my needs in the moment, including above & beyond previous requests; ability to remind others of my needs

- Transparency about new/worsening symptoms of something that might be communicable
- If masked - speak slowly and clearly, be willing to repeat yourself
- Reducing hazards and risk = increasing safety pre-production and during production

# Immuno-Inclusive Space Policy

The community agreement discussion also included a review of the organization's immuno-inclusive space policy, to encourage open discussion and provide a space for questions and adjustments. You can replace these specifics with what will work for your production (see the Immuno-Inclusivity in Opera Project's Toolkit and Checklists for options) and with the information relevant to your working spaces.

As part of making our space more accessible, we want to reduce the risks from communicable illnesses and other hazards. (Learn more about Why This Matters.) A primary aspect of this will be focusing on clean air in all our working spaces.

## Masking

All ensemble members agree to wear a well-fitting KN95 or N95 or equivalent mask:

- Starting **[date - 7 days before travel]**, in all indoor spaces that aren't your home
- During travel and while taking public transportation
- While in **[location]**:
    - in all indoor spaces (e.g., stores, hotel hallway/breakfast room); avoid indoor dining
    - during rehearsals as much as possible
- **[Organization]** will provide $25/ensemble member to offset cost of obtaining appropriate masks
- To keep the space as accessible and low-hazard as possible, please wear masks as much as possible, including when singing
- If you can't wear a mask, we will work with you to develop appropriate accommodations for you and those around you

**Tips for masking:**

If you need to eat or drink in an indoor or crowded space (like a plane!) remove your mask only enough to grab a bite or a swig and make sure not to inhale any air that hasn't been filtered through your mask. Similarly, when removing your mask for ID checks, hold your breath before placing the mask back on your face.

## Air Quality

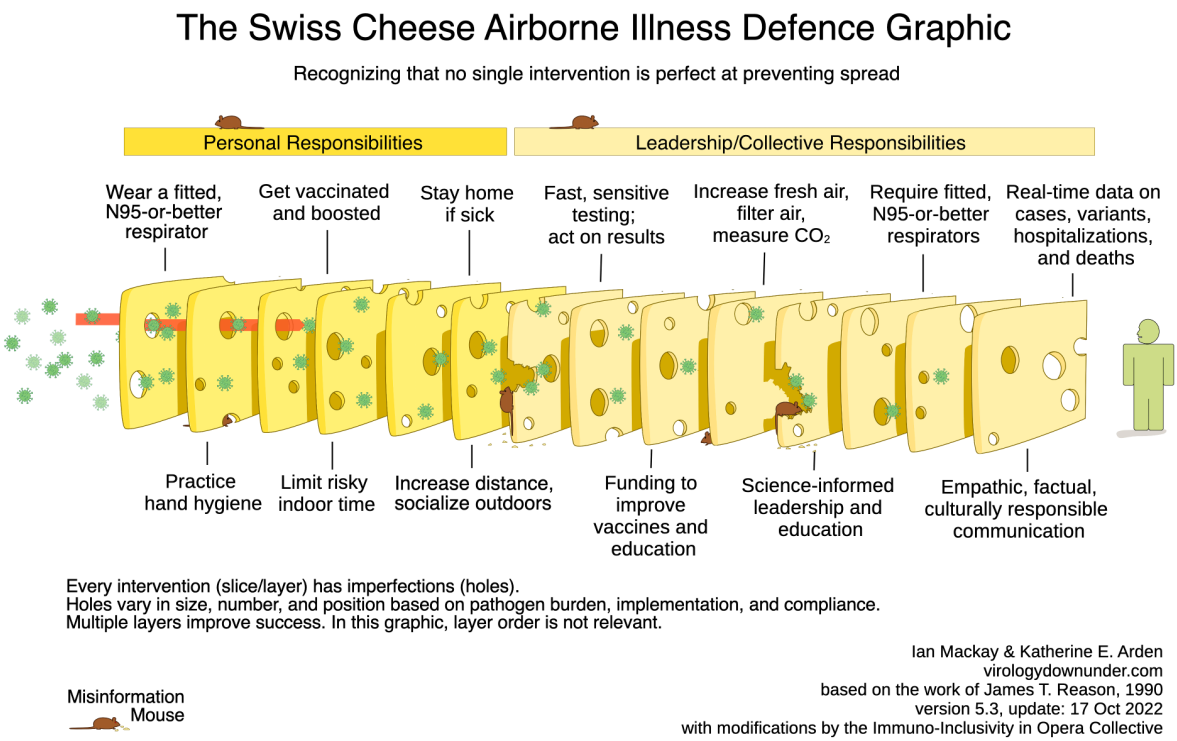
- The theatre's new ventilation system separates the stage airspace from the main audience airspace and provides approximately 9 air changes per hour **[Checklist here for your own venue air quality]**
- We will have air purifiers in the rehearsal room and backstage
- We will have two $CO_2$ monitors to track air quality during rehearsals and performance
- Audience members will be required to wear respirator masks to help uphold community wellbeing
- Avoid wearing any fragrances or scented products

## Testing and Transparency

- Let **[confidential organization contact]** know about any new or worsening symptoms by text or email; do not come to rehearsal with new symptoms
- Use a rapid antigen test:
    - before departure if possible
    - on arrival in **[location]**
    - on day one of rehearsal
    - if any symptoms appear at any time (at minimum)
    - on each performance day
    - Organization will provide tests on arrival in **[location]**

**Tips for testing:**

Follow these video instructions for mouth-and-nose swabbing. Rapid tests are available for free from some Mask Blocs, or **[organization]** is happy to provide them. (Note that rapid tests aren't 100% accurate, but repeat testing helps; false negatives are possible, but false positives are exceedingly rare.)




# Plan For Dealing With Differences/Conflicts

Partly covered in Organization's "Respectful Workplaces Policy": **[link]**

Individuals can determine how they want to deal with something that isn't working for them, whether it's verbally or via email to **[confidential organization contact]**.

# Sharing The Community Agreement

This community agreement is a living document, which will be available to everyone involved in the production.

# Upholding The Community Agreement

Everyone is responsible for upholding the community agreement. There will be check-ins during the production, and we hope everyone will feel able to share their evolving wants and needs.

Last reviewed Nov 1, 2026

# When A Value Needs To Be Discussed

If you feel someone's actions conflict with our community agreement, **[organization contact]** can set aside a time to discuss and work through any concerns that are raised. Please feel free to contact **[organization contact]** or **[alternate contact]**.

If wanted, **[organization contact]** can lead a discussion on what values were not met and how a resolution can be achieved.

## Thank you.

The community agreement is a tool we can use to achieve
a respectful and safer space for everyone.