

# Reproductive Media

## TIPS FOR BUILDING INCLUSIVE DEPARTMENT CULTURE WHILE HOSTING VISITING ARTISTS & JOB CANDIDATES

**INCLUSIVE COMMUNITY CULTURE  
CAN AND SHOULD BE BUILT  
WITH BOTH PERMANENT AND  
TEMPORARY MEMBERS OF  
YOUR COMMUNITY!**

**By creating a culture of care and  
inclusion, community members are able  
to fully express themselves and contribute  
their unique gifts and skills.**

**SMALL INCLUSIVE ACTS  
SIGNAL AN INDIVIDUAL'S WORTH  
AND OPEN SPACES FOR CURRENT  
AND FUTURE COMMUNITY MEMBERS.**

*Who will benefit from building an  
inclusive community culture?*  
**All members of your community!**

**PROVIDE AN ITINERARY IN ADVANCE**

*Who will benefit?* Literally everyone!  
Especially early career artists. Maps  
and contact numbers are also always  
appreciated!

**BEFORE THE VISIT: CHECK IN ABOUT  
PHYSICAL MOBILITY  
+ DIETARY RESTRICTIONS**

*Who will benefit?* Literally everyone!  
TIP: You can simply outline the physical  
demands of a space and let folks respond  
with any concerns. This way you can  
avoid stairs, provide seating, or  
other necessary accommodations.

**BEFORE OR AT THE BEGINNING  
OF THE VISIT: CHECK IN ABOUT  
NAME PRONUNCIATION  
AND/OR PRONOUNS**

*Who will benefit?* Literally everyone!  
Being addressed correctly puts visitors  
at ease. Confidently introducing visitors  
makes students, staff, and faculty more  
likely to connect.

**CHOOSE HOTELS OR HOMESTAYS WITH  
ACCESS TO A FRIDGE**

*Who will benefit?* Literally everyone!  
Especially pumping mothers, folks who  
depend on refrigerated medicines, or folks  
who need constant access to fresh foods  
for health reasons.

**PROVIDE A 15-30 MINUTE BREAK  
EVERY 3-4 HOURS**

*Who will benefit?* Literally everyone!  
Especially pumping mothers, introverts  
folks who live with chronic illnesses,  
anxiety, or need to administer medicines.