



Terms of Reference: Volunteers and Artists

DATE OF EFFECT: 11-26-2025

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PURPOSE & SCOPE

The purpose of these Terms of Reference is to outline the expectations, responsibilities, and best practices for all volunteers engaged with Rural Artists Against Hate (RAAH), including artists in the network and general operational volunteers. These guidelines aim to ensure a positive, inclusive, and effective volunteer experience that contributes to RAAH's mission of transforming hate symbols into powerful works of art that inspire unity, healing, and beauty. This also ensures respect for the diverse backgrounds and identities of all volunteers and artists.

KEY RESPONSIBILITIES

- Adherence to RAAH Mission and Values:
 - Uphold RAAH's core mission of transforming spaces of hate into canvases of beauty and inclusivity.
 - Adhere to RAAH's values: Inclusivity, Creativity, Respect for Public Art, Healing and Connection, and Compassion in all activities and interactions.
 - For artists: Ensure all artwork aligns with RAAH's guidelines, focusing on themes of inclusivity, diversity, and acceptance, and never promoting hate, discrimination, or violence.
- Commitment to RAAH Community Guidelines:
 - Fully understand and adhere to the RAAH Community Guidelines for Board Members and Artist Volunteers, particularly regarding inclusivity, integrity, respect for public art, non-violence, confidentiality, accountability, conflict of interest, professionalism, and zero tolerance for hate or discrimination.
 - Immediately report any acts of hate, discrimination, or harmful behavior to RAAH leadership.
- Application and Onboarding (for Artists):
 - Complete the RAAH Artist Registration Form.
 - Upon approval, receive and responsibly use the provided "Paint Go Kit" for art projects that reflect RAAH's mission.
 - Understand the process for claiming projects from the "Classifieds" section of the RAAH Discord server.
- Project Execution and Reporting (for Artists):
 - For claimed projects, go to the location where the hate symbol has been prepared (primed or covered) and create artwork that transforms the space into something positive and beautiful.
 - Post a photo of the finished artwork in the "Artwork Showcase" section of the RAAH Discord.
 - Communicate with RAAH if a refill of the "Paint Go Kit" is needed, understanding eligibility for refills (e.g., after completing at least two projects).
 - Understand that RAAH will share the finished artwork with the requesting organization, on RAAH Website, and in communications, with the option for artists to remain anonymous or be credited.
 - Canadian Standards of Copyright apply, allowing artists to recreate their work and distribute finished products as they see fit.



- **General Volunteer Responsibilities:**
 - Understand and fulfill the specific roles and responsibilities assigned, as outlined in clear written descriptions.
 - Engage in tasks that align with individual skills, interests, and available time commitments.
 - Maintain a respectful and professional demeanor when interacting with RAAH members, community partners, and the public.
 - Participate in any required training or orientation sessions provided by RAAH.
- **Communication and Participation:**
 - Maintain active participation in RAAH's community, including engaging with fellow artists and sharing creative experiences (e.g., via Discord).
 - Communicate openly with designated supervisors or points of contact regarding progress, challenges, or any concerns.
 - Be informed about upcoming events, meetings, and any changes that might affect their role.
 - Artists part of the network can request letters of reference for their own personal grants and work from RAAH.
- **Safety and Well-being:**
 - Be aware of and adhere to any safety guidelines or protocols related to volunteer activities, particularly when working in public spaces.
 - Report any unsafe conditions or incidents immediately to appropriate RAAH leadership.
- **Resource Management:**
 - Use any provided materials and supplies (e.g., "Paint Go Kit") responsibly and for the intended purpose of completing RAAH art projects.
 - Do not misuse RAAH's resources for personal gain or unrelated activities.

QUALIFICATIONS AND SKILLS

- A strong, demonstrated commitment to RAAH's mission, vision, and values.
- For artists:
 - Artistic skill and creativity, with an understanding of how art can be used for positive social change.
 - Artists can be new, amateur, or professional artists
- For all volunteers:
 - Reliability, enthusiasm, and a willingness to contribute to a community-driven effort.
 - Ability to work collaboratively and respectfully with diverse individuals and groups.
 - Willingness to learn and adapt to RAAH's guidelines and processes.
 - Understanding of and sensitivity to issues related to hate, discrimination, and community healing.

TERMS OF ENGAGEMENT

- Volunteer engagement is ongoing, with specific project-based commitments. Artist eligibility for kit refills is tied to project completion.

AUTHORITY AND REPORTING

- Volunteers report to RAAH's operational team or Board.
- Volunteers do not have individual decision-making authority beyond the scope of their assigned tasks and projects.