

Working Artist Mentor Code of Ethics

Core Values

We commit to nurturing artistic growth through deep listening, thoughtful inquiry, and openness of spirit. Our work is grounded in trust, mutual respect, and the understanding that mentorship enriches both mentor and mentee.

Professional Responsibility

To Our Mentees

- Honor the trust placed in us by maintaining strict confidentiality
- Meet mentees where they are, setting aside personal judgments about their art, beliefs, or background
- Define clear boundaries and expectations while remaining flexible to each mentee's unique journey
- Acknowledge our own limitations and refer mentees to other resources when appropriate
- Support mentees in developing their unique artistic voice rather than imposing our own vision

To Ourselves

- Engage in continuous self-reflection and professional development
- Trust our inner voice while remaining humble enough to question our assumptions
- Maintain appropriate work-life balance to bring our best selves to each session
- Set clear financial and time boundaries that honor both our worth and our mentees' needs
- Recognize when personal issues might affect our ability to serve effectively

To The Profession

- Uphold the integrity of mentorship by maintaining professional standards
- Share knowledge and resources with fellow mentors while respecting confidentiality
- Contribute to the growth of the mentoring profession through collaboration and support

Ethical Practice

Building Trust

- Begin each relationship with clear agreements about expectations, boundaries, and goals
- Maintain transparency about our qualifications and expertise
- Honor commitments and maintain consistent communication
- Protect mentee privacy and intellectual property
- Avoid dual relationships that could compromise the mentoring relationship

Creating Safe Spaces

- Foster an environment where creative risks feel safe
- Practice cultural sensitivity and actively promote inclusivity
- Address power dynamics openly and ethically
- Maintain appropriate physical and emotional boundaries
- Create conditions where feedback can be given and received with respect

Supporting Growth

- Focus on empowerment rather than dependency
- Help mentees develop their own problem-solving skills
- Encourage networking and community building
- Celebrate mentee successes while providing honest, constructive feedback
- Support mentees in developing their own artistic vision and voice

Professional Conduct

Communication

- Practice deep listening without judgment
- Ask thoughtful questions that promote self-discovery
- Maintain professional communication channels and response times
- Document agreements and progress appropriately
- Provide clear, constructive feedback focused on growth

Boundaries

- Maintain clear professional boundaries while remaining approachable
- Avoid financial conflicts of interest
- Keep appropriate documentation of mentoring relationships
- Establish clear policies for social media and public interaction
- Maintain appropriate confidentiality even after the mentoring relationship ends

Personal Development

- Regularly assess our own biases and assumptions
- Seek feedback on our mentoring practice
- Stay current with developments in our field
- Maintain our own artistic practice to remain connected to the creative process
- Engage in continuous learning and professional development

Commitment to Community

- Foster connections between mentees where appropriate
- Support the larger artistic community through our work
- Share resources and opportunities equitably
- Promote diversity and inclusion in the arts
- Contribute to the development of future mentors

Implementation

This code serves as a living document, guiding our practice while remaining open to growth and evolution.