



CREATIVE WASHTENAW HAPPY HOUR (CWHH)

For those who work and/or play in the arts, creative and cultural organizations and businesses and are members of The Arts Alliance*, CWHH is an-easy-no-set-agenda monthly gathering rotating throughout the county.

CWIQUETTE

All CWs who are members of CWHH agree to abide CWiquette, which guides how CWs interact with one another. CWiquette governs CW-to-CW behavior both during and outside of CWHH gatherings.



- **CWiquette 1: A CW will always have another CW's back.** For example, if another CW texts saying they are having a bad day, we'll drop everything to cheer that CW up. Unless we're talking to a client or funder.
- **CWiquette 2: An CW will not talk bad of another CW.** CW's who chose to leave the creative field are fair game, as they have scorned our noble field, and thus we are righteous to space ill of them and curse their field to remain fallow and their livestock barren until the seventh generation.
- **CWiquette 3: A CW will not judge another CW's coping methods.** It is a stressful field, and each CW deals with it in a different way, be it drinking, or watching excessive amounts of TV, or making sock puppets resembling people who refuse to support the arts and having them act out scenarios where they fund our organizations. (What, like your Saturday nights are solo much more exciting).
- **CWiquette 4: A CW will not say to another CW, "You look tired."** That's just a euphemism for "You look like crap." We know this already. We have accepted the fact that CW's age twice as fast as normal people.
- **CWiquette 5: A CW will freely share templates, ideas, sources etc..** We don't need to reinvent the wheels; it's helpful when CW's share their personnel handbook, anti-discrimination and harassment policy, succession plans, and recipes for simple yet elegant h 'or oeuvres.
- **CWiquette 6: A CW will open doors to connections when nicely asked by another CW.** Especially when asked at a bar after the other CW has bought several rounds already.
- **CWiquette 7: A CW will publicly admit to knowing another CW,** especially in front of prospective clients, employers, program officers, etc. , even if that other CW is embarrassing and says things like "I have a sock puppet that looks exactly like you."
- **CWiquette 8: A CW will not poach another CW's staff.** Good staff on the team means we CW's can work less while taking credit for more stuff, so it's not nice for another CW to steal them, or groom them to be stolen later.
- **CWiquette 9: A CW will be honest with another CW when asked about the performance of a staff who just applied for a position at the other CW's organization.** There are liability issues, so we are using a system of signals. One cough means "This person had a bad attitude and didn't get along with the rest of the team." A yawn means "This person was not good at following through." A long snuffle followed by a sneeze means "This person may actually be one of the Four Horsemen of the Apocalypse."
- **CWiquette 10: A CW will not ask another CW to serve on their board.** Unless it's short-term and for a very strategic reason, such as turning a particularly challenging board around or bringing balance to a board/staff baseball game.

- **CWiquette 11: A CW will not ask another CW to serve on a fundraising committee.** We can, however, ask other CW's to purchase individual tickets and be there for support. But, minimum donations do not apply to CW's since we go to so many of these events and would be seriously broke if we had to give the minimum each time.
- **CWiquette 12: A CW will not use their personal assistant to schedule a meeting with another CW, unless that other CW has a personal assistant too.** This generally makes the CW without an assistant feel like crap and is not nice. Each time I get an assistant after directly emailing another CW, I am tempted to write back something like, "Please tell Her Royal Directorship, Mabel the Strategic, Successor to Julian the Programmatic, Successor to Edna the Founder that I shall be glad to meet with her at noon on the 19th of May, and that upon my return to the office, I shall order my staff to sing her praise for seven and three fiscal years."
- **CWiquette 6: A CW will try not to look at another CW's salary information on 990 Finder.** And if they do-shame-they-she will not admit to doing so. It is best to assume that all of us are equally underpaid or under-earning.