



Code of Conduct

Date: August 2022

The development of an awareness concept and Code of Conduct means a lot of work, reflection and critical engagement with power dynamics and structural discrimination in our society. For this reason, we would like to see our Awareness Concept and/or Code of Conducts being actively discussed and visibly referenced at the Fluid Festival when it is reused.



Code of Conduct

*The Code of Conduct serves as a set of **rules and a framework** for our cooperation. What we set out to do for **internal teamwork**, we also want to try to implement in **external collaborations**. This Code of Conduct functions as an emotional and **cognitive compass for action and values** and always remains **dynamic and adaptable**.*

We understand the Fluid Festival or the joint work in this context as **a place of learning and a learning process: This should give us the opportunity** to test, learn and deepen knowledge and skills in the field of project, culture and event management; to find a place as a culture creator or culture supporting person within the diverse cultural landscape; to gain experience in working with the consensus principle and sociocracy as well as taking and giving responsibility and much more.

Furthermore, this collaboration is a learning space and process regarding **(our) privileges** to think and act more **inclusively** beyond Fluid Festival, as well as other Fluid events. We are aware that our team composition is majority white, straight and cis, as well as that many of us have an academic background and German citizenship. For this reason, we want to critically engage with the **power dynamics** involved, honestly reflect, inform, and educate ourselves and each other. In addition, we want to act as non-discriminatory as possible and **not reproduce any forms of discrimination**.

This means that we clearly **position ourselves against the forms of discrimination and racism** mentioned on our website: Anti-Black racism, Jew-hatred, Anti-Muslim racism, Anti-Rom*nja and Sinti*zze racism, Anti-Asian racism, Cissexism, Ableism, Ageism, Adultism, Lookism as well as discrimination based on sexual orientation, gender construction, *race*, nationality, socio-economic living conditions or religion.

We want to provide **(possibility) spaces** for people, especially people from **marginalized communities**, at our festival, and during other event formats, and share our own **resources** with these communities. In this context, we actively engage with the concept of **powersharing and allyship** in order to learn and practice it both individually and collectively in the group in the long run. In doing so, we do not try to be something we are not. Rather, we seek to always evolve and acknowledge that addressing privilege and discriminatory structures and building trusting relationships with marginalized communities is a **process** that will never be complete.

In other words, we want to create spaces where all people can feel comfortable in their being and identity and be seen. To ensure this, we want to constantly question, break down, and rethink **social norms** and **social desirability** in our collaborations and event formats.

Along with this, we want to give space to **different perspectives** and **actively listen** to each other. We want to remain **open** to everyone and each other. We always want to **approach** each other, regardless of our private reference persons within the team. We want to recognize and value **differences** within the group and have **respect** and **understanding** for our different, individual backgrounds. These exist in the context of education, health and mental situation, monetary circumstances and other areas. We **share** our individual **knowledge** and **skills** with each other.

Along with this openness externally and internally, we always want to be **considerate** of each other and ourselves. We want to deal with each other **empathically** and **sensitively**. In doing so, we want to perceive **all feelings** and take them seriously. At the same time, individual **boundaries** may be set, which must be seen and respected. Negatively read feelings may also be given space.





We also want to practice an **open culture of mistakes**. We remain open to **criticism** and give personal feedback with the goal of our own and mutual growth. We take **responsibility** for our mistakes, bring a **willingness to learn** and remain **error-friendly** towards each other. We try to communicate directly and at the same time lovingly with each other. We **reflect each other openly** and do not interpret statements solely on the basis of our own views, nor do we project our own ideas into them. We want to tolerate ambiguities and contradictions within the group and always remain open to discussion, even if we have different views.

In operational cooperation, we remain **transparent** so that our work processes remain low-threshold and comprehensible. In this context, we have both a duty to bring and a duty to fetch, i.e. we keep team members up-to-date on the one hand and inform ourselves about current work statuses on the other. We handle our own tasks and responsibilities **conscientiously** and **carefully**. We communicate our individual **capacities** and show understanding for the capacity situation of each individual person. The anticipatory and timely cancellation of meetings is important to us. We always try to think **outside the box** of our respective small teams and stay in communication with other teams.

All in all, we always want to be **appreciative** of each other. Starting with always saying hello, goodbye, please and thank you. We show each other **gratitude**, treat each other with **warmth** and give each other **compliments**.

