



## awareness concept

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.*



# awareness concept

The following awareness concept applies to Fluid Festival as well as all other Fluid events.

## Trigger and content warning

This awareness concept deals with **intersectional discrimination** and **structural violence**. This may have a negative impact on your **emotional condition**. Therefore, while reading, pay attention to your physical and mental well-being, take breaks and take the time you need.

## What is it about?

The awareness concept takes into account the following forms of discrimination and racism, which we want to name clearly here: **Anti-Black racism, anti-Jewish racism, anti-Muslim racism, anti-Roma and Sinti racism, anti-Asian racism, Slavism, cissexism, ableism, ageism, adultism, lookism and colourism**. Also, discrimination based on **sexual orientation, gender construction, race, nationality, socio-economic living conditions** and religion.

Our approach to awareness is always **changing**, as the **language** we choose is always linked to **current social discourse**. If any community or person is excluded or discriminated by the current language in this text, please feel free to bring it to our attention.

## Who are we?

The Fluid Awareness Team consists of 7 people representing **queer, trans\*** and **black community positions**. We are committed to raising **internal awareness** and **learning processes**. Therefore, **workshops** and **trainings** are organised for the team. We are also constantly working on our awareness concept to enable safer and braver spaces at Fluid events.

Being aware starts with every person who enters, celebrates or works at Fluid events. We want to start with ourselves, not to take learned and **internalised thought patterns** and **actions** as normality, but to keep an eye on **structural levels** of institutionalisation. We do this work with the knowledge that we are going through a process of unlearning that will never be finished. Last year, Fluid Festival had to be cancelled due to the pandemic situation, so this year we will put our theoretical concepts into action for the first time.

## What does awareness mean for us?

For us, awareness means being attentive to situations in which a person's **boundaries** and **sense of security** are crossed. Our awareness work is based on understanding that spaces are created differently





by people who are in them. That is why we always want to treat each other with respect so that everyone can feel as safe as possible. We want to be attentive and sensitive to individual boundaries and **needs**. It is about supporting each other and creating a place where people are aware of their different **positions** and **privileges** in a **white, hetero cis-dominated society**. For this reason, we want to act anti-racist and will not tolerate any **discriminatory** or **abusive behaviour**. Border crossings are always defined by those affected themselves.

**Relations of violence and power** cannot be dissolved, but they can be made **visible**. Our goal is to preventively counteract experiences of violence and intersectional discrimination through our active awareness work and thereby jointly create **safer** and **braver spaces** - spaces that can be experienced as safe and empowering places through each person taking responsibility.

We also want to be aware and attentive to the possible effects of actions on **natural environments** and **uninvolved persons** at the festival. **Powerful structures** should also be reflected with regard to the use of **natural resources** and **global inequality**.

## Who is the awareness space for?

The awareness space is intended to be a **safe** and **trusting space** for people who experience **structural, psychological** or **physical violence** at our Fluid events. The space is meant to be for people who are looking for **help** or need a **break** as well as to support and protect those affected. There will be hot drinks, snacks, a place to rest and warm words on site. This space will not deny any experiences and always acts according to the **wishes** of the people concerned. **Solidarity** is our first priority. If you feel uncomfortable, for whatever reason, this space is there for you.

## Code of Conduct

We would like to set up a **code of conduct** on how we interact and communicate with each other at Fluid Festival. Please take these guidelines seriously and follow them so that together we can create a **space** that is as **non-discriminatory** and **non-judgmental** as possible. A mindful and respectful interaction is important to us so that everyone can feel comfortable at Fluid Festival.

- Respect individual **boundaries**: Only yes means yes! No always means no! Act according to the **consent principle**.
- The **definition power** always belongs to the **affected person**. The person affected defines for themselves when and what form of violence or discrimination they have experienced. This definition is taken seriously and for real and is not questioned.
- The practice or threat of **psychological** and **physical** violence is never permitted.
- Forms of **discrimination, cissexism** or **racism** are not tolerated.
- Outward appearance says nothing about a person's **gender identity**. So always ask about **pronouns**.





- Physical freedom means a kind of empowerment for many, for others it is not possible to enjoy this privilege in the heteronormative, sexist society. Therefore, the **open showing of nipples** is not tolerated on this festival site. This excludes the pool area and the camping site.
- Any form of **cultural appropriation** is not welcomed. Do not adopt or copy elements of a culture (clothing, hairstyles, make-up, jewellery, symbols, etc.) that are not your own.
- **Filming** and **photography** (on) the dance floor is not allowed. Elsewhere, do not take photos or make films of people you do not know without asking for permission first.
- The **open consumption of illegal drugs** is prohibited on the entire festival site.

Lack of acknowledgement for any **assaultive** or **discriminatory behaviour** will result in **exclusion** from this event.

## How do we do awareness work?

At Fluid Festival there will be an awareness team, which will be available for you in the **awareness space**, as well as an **awareness team**, which will be **mobile** and will work in small groups. The mobile awareness team will wear waistcoats with an **A-symbol** on the back, which is meant to make the awareness team as visible as possible. Once you have a concern and approach the awareness team, you can always ask them to remove their waistcoats for the moment of conversation. If you notice that you are not feeling well, for whatever reason, talk to the awareness team - we are there for you!

You can also visit our awareness team at any time in the **protective and calm room** set up for those affected. You can always speak to anyone working on the festival site and they will arrange for the awareness team to get in touch with you.

Places like **public toilets** can be a very sensitive or even dangerous environment for some communities. For this reason, all sanitary areas will be **lighted**. In addition, there will be **FLINTA+** (women, lesbian, inter\*, non-binary, trans\*, agender) toilets as well as **all gender toilets** at every Fluid event. At the Fluid Festival, there will also be a **Missoir** so that those with vulvas don't have to wait in line to urinate.

In addition, a space for **neurodivergent people** will be created as part of the FLINTA+ Our Space, which can also be accessed by people outside the community. There is also a **dance floor without light flashes**.

Our external partners in **security** (Benz&Beckert and WISAC), **paramedics** (Blauer Stern) and **psycare** (Vivid) are also instructed by us beforehand in order to ensure that we treat each other as sensitively as possible.

We have set out the framework conditions for awareness work and all related activities in our Code of Conduct, which is displayed for all to see at every Fluid event. ↗

