

AWARENESS CONCEPT

The awareness concept is our guideline for respectful behavior in everyday working life in the club and at the festival, because all people are welcome and should feel safe, regardless of their physical characteristics, gender identity, sexuality, religious beliefs and ethnicity.

This concept serves as a working tool for the development of further measures.

Cultural awareness and social diversity

We recognize that there are unique strengths in all cultures. We want to acquire as much knowledge as we can on the participant's cultures. Rather than preemptively agreeing to knowing more about someone's culture than we actually do, we strive to have a foundational understanding of the diverse cultural contexts participants might belong to. We approach cultures other than our own with an open mind and genuine curiosity. We are open to learning about the cultural realities and experiences that any participants are willing to offer. We actively combat stereotypes and will continue learning, about and promoting diversity as a means of limiting oppression. And that doesn't mean that we go in there saying yes, "I know everything about your religion or your ethnic background", but rather you wanting to have some of that baseline, foundational knowledge about different cultural contexts that the participant might be coming from, but also having an open mind and curiosity and allowing the participant to teach you about what their reality is, rather than having stereotypes and continue learning about diversity and oppression and what we can do to promote diversity and limit oppression."

Awareness means for us

- We have an awareness of problematic situations and are sensitive to them!
- We support each other and want to create a space where everyone feels comfortable and safe.
- We do not tolerate any assault or discriminatory behavior.
- We are aware that crossing a boundary is defined individually and by the person affected. Only the person affected determines which incidents make them feel attacked, disrespected, discriminated against, hurt, belittled or overwhelmed.
- We do not question feelings and do stand in solidarity!
- In case of uncertainty, we prefer to ask once more rather than too little! *Especially in the case of physical contact (touching/giving a hug) with an affected person*.

We represent the general principles of awareness work

- **Consent or agreement:** Individual boundaries are respected: No always means no! Only yes means yes!
- **Power of definition:** Where an assault begins is always determined by the affected person, who has the right to decide how to proceed after the incident.
- **Partiality:** The perception of the affected person is not put into question.

Festival 2024

We want to create a festival location where everyone feels comfortable and do not tolerate any form of discrimination. Everyone shares responsibility for their own well-being and the well-being of others. Personal boundaries are individual. We respect these and ensure that we treat each other with care.

We talk about it! - We keep ourselves informed! - We educate ourselves further!

We work intensively with our OC on further training in these topics. We actively inform our helpers, provide guidelines for action and are in contact with various specialist and advisory bodies. We inform partners, artists, market stall operators and visitors and provide information.

Digital mailbox

If you have experienced a cross-border or discriminatory situation or made an observation, report it to us - even retrospectively. Reports help us to better assess the risk situation in the future and to improve. If you would like to tell us about an experience, send an email to: awareness@afro-pfingsten.ch

- This will be treated anonymously and confidentially.
- If you would like us to contact you, please let us know in your message.
- Comments, input and suggestions on our awareness process

Telephone number

During the festival from May 15 to 22, 2024, the telephone number **+41 79 570 05 96** will be managed 24 hours a day by our awareness team. Call if you:

- feel unwell/need help
- want to talk to someone
- want to be picked up by the awareness team and accompanied to a quiet place

SaferSpace

Our awareness team consists of several professional people who are particularly familiar with dealing with racial discrimination and also have intercultural understanding. Support is available in various languages, in particular English, French, Arabic and German. A Safer Space is available on the festival grounds.

- DO-SA 14:00-23:00, City Mission, Technikumstrasse 78, 8400 Winterthur
- SO 13:30-18:00, KGH Liebestrasse, Liebestrasse 3, 8400 Winterthur

For events in the Salzhaus, you can also contact the staff on site. Additional information is available that has been specially prepared for club operations.

And you?

Afro-Pfingsten is a festival with numerous venues where many encounters take place, even in confined spaces. That's why we appeal to you to support us, keep your eyes open, show consideration, show solidarity and helpfulness, respect boundaries and resolve conflicts without violence.