

GOOD PRACTICE EXAMPLES

Principles of Karstorbahnhof Heidelberg:



“Policy of Respect” of the ZK/U Berlin:



Internal service agreement & code of conduct poster of the National Theatre Mannheim:



Anti-racism clause by Law Firm Laaser:



SOLIDARITY AND SUPPORT

- Form support groups! Are there other people who you can team up with who have been affected by racism and have similar experiences or demands as you, or who could help support you with your cause?
- Co-creating safer spaces to exchange ideas or formulate common concerns to take to the management level can be very helpful, especially within predominantly white organizations which are not particularly sensitive to racism and discrimination.

EMPOWERMENT BUDDY SYSTEM

A theatre in Baden-Württemberg has organized an empowerment workshop for all BIPOC employees to take place during working hours where they were exempt from rehearsals to attend the workshop. This resulted in a buddy system: BIPOC employees teamed up in pairs, exchanged contacts, arranged a weekly check-in, and shared their own experiences in order to feel less secluded with their issues. Often it's the microaggressions that are difficult to categorize and can affect a person's wellbeing. The buddy system allows you to feel less alone and mutually support one another, rather than trying to cope with everything on your own.

SUGGESTION FOR A 30 MINUTE BUDDY CHECK-IN:

1. Short check-in (approx. 3min)

What would you like to share about yourself so that you can be fully present?

2. Speaking section (approx. 10min)

Person A answers example questions such as:

- What is going well at work right now? // What challenges do I have? // Which relationships concern me? // What is my purpose and where do I want to develop? // What do I need? Where would I like specific support from my colleagues?
- Exchange and question phase (approx. 5 minutes): Person B can ask questions and offer support
- Then change and follow the same process for person B

3. Conclusion (approx. 3min)

What do you take away from the exchange?

(source: Leadership³ Academy)

EMPOWERMENT NEEDS...

On the front side of the poster we focus on what we as individuals can actually do right now **to strengthen ourselves** and we share inspiration for **further sources** and **counselling centres**. On this inside page we show structural recommendations for action - what do we need to make organizations, associations, collectives, institutions, administrations, etc. more **sensitive to racism and discrimination from within** and how can they enable empowerment?

...ON AN INSTITUTIONAL LEVEL

REFLECT ON POWER!

As the term empowerment implies, it's about power - and our goal is power-sharing! That means we want to establish a solidarity-based sharing of power at all levels. First, though, we have to ask ourselves:

- **Who has power?**
- **And in which form:**
 - Decision-making power?
 - Financial power?
 - Curatorial power?
- **How can these resources be distributed?**
- **What does equitable representation look like in practice - both in terms of personnel and on an artistic-programming level?**
- **How can cultural policy structures be changed?**
 - Check who is in managerial positions - how diverse are the board members or supervisory boards?
 - Implement collective approaches to leadership and decision-making (e.g. promote job rotations or dual leadership and improving team communication)

APPLICATION AND RECRUITMENT PROCEDURES

- Job advertisements and recruitment processes that are critical of power and discrimination with an awareness of marginalized identity categories

Interview with Düzgün Polat, Tür an Tür Integrationsprojekte gGmbH, and Anna Lampert, Forum der Kulturen Stuttgart e.V. (2021)



- Validate other forms of experience, such as viewing many years of professional and project experience as equivalent to higher education certificates
- Foster further education training programs, such as long-distance studying, to obtain the necessary qualifications for „higher“ positions and better placement.
- Finance and create mentoring programs by and for BIPOC young cultural actors who have little or no professional experience or access to the field

ROOM FOR DEMANDS

- Point out to employers their responsibility to ensure a discrimination-sensitive working environment (e.g. through critical whiteness workshops and other awareness workshops)
- Demand an official commitment to promote anti-discrimination as a code of conduct (ideally developed together with all employees)
- In the case of racist incidents: Demand an adequate review of the case and if necessary organize a conflict mediation meeting
- Refer to the AGG and request for an internal complaints office (depending on the size of the institution) or an awareness team when boundaries have been crossed



...ON AN ARTISTIC AND PROGRAMMATIC LEVEL:

ACCESS TO FUNDING

- Make project and funding calls for proposals less discriminating, e.g. allow video or audio instead of just written applications
- Ensure committees are diverse
- Develop support programs based on surveys or the advice of a Circle of Critical Friends in order to meet the requirements of previously underrepresented people as closely as possible.

DIGNIFIED REPRESENTATION

- Create Open Calls and rooms for experiment in order to enable a diversity of voices beyond one's own perspectives as a curator or booker
- Shape cultural production from the initial idea of the invitation to the performance as a joint process and ask those involved specific questions:
 - How would you like to get involved?
 - Which skills and ideas do you have?
 - What do you need for that?
 - How would you like to be introduced?



NO GATEKEEPING - SHARING IS CARING!

- Create Proposals such as workshops or mutual support sessions, e.g. when writing funding applications (keyword: solidarity-based sharing; in this case, knowledge and skills)
- Ask people who already have more experience in your field for help: how did they do certain things? What is their advice? Can they share contacts or expertise?
- Create networks or schedule informal exchanges to talk about topics such as dealing with tokenism, (self-)exoticisation or (self-)censorship and to share or jointly develop strategies for action
- If it helps, do difficult/ exhausting/ overwhelming things like writing applications in a shared, focussed space - meet up for work-and-chill dates, this way the process goes far more smoothly.

Changing cultural policy structures

In order to actively change structures, it's important to realize we have different levels of power. At a cultural policy level, such as local and state politics, cultural administrations and ministries, it's also highly recommended to work on the basis of the needs and knowledge of the affected communities. That is, on the one hand to ask about needs, and on the other hand to invite people with diverse identities and areas of expertise to help develop funding programs. You can also widely advertise open calls for ideas in order to get to know and support new perspectives.

It's important to realize how much power you yourself have as an employee in these structures - and to take responsibility for this power, because this sets the framework! We recommend taking part in intersectional awareness-raising workshops on anti-discrimination issues in order to further educate yourself and gain new perspectives, e.g. when appointing theatre and opera directors or museum directors. Filling new positions such as theater and opera directors or museum management should work on the basis of dedicated diversity concepts with evaluable target agreements for the future.

Empowerment at a cultural policy level therefore means reflecting on one's own positions of power, sharing power and making spaces and the struggles of oppressed identities visible through staffing and various funding programs.

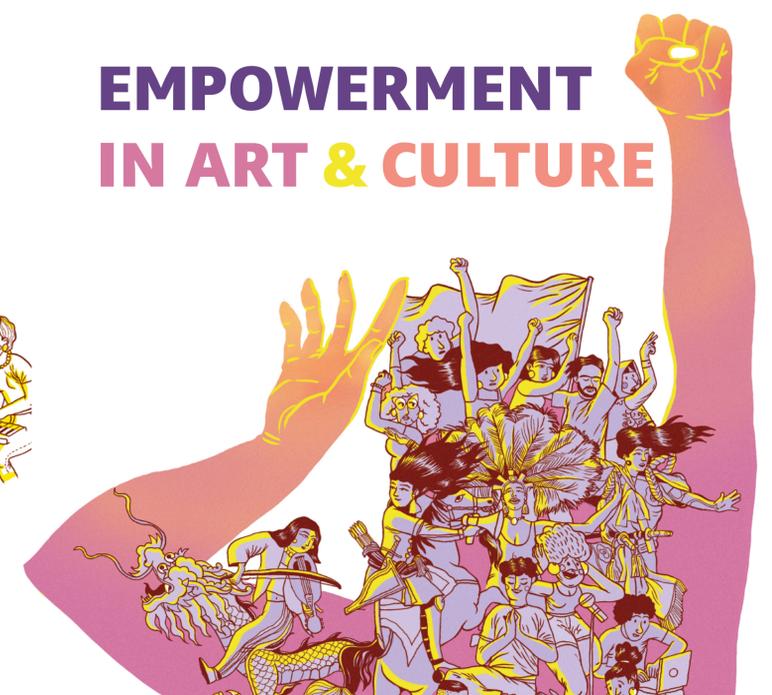
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EMPOWERMENT IN ART & CULTURE



HOW WE CAN GROW STRONGER WITHIN RACIST POWER STRUCTURES

We recognise Empowerment as a necessity!

Your thoughts and feelings are valid! Racist behaviour exists at all levels of society, including art and culture. With this poster we want to inspire and empower those of us who have to work and live within racist power structures, as well as build healthy environments for ourselves. We also invite allies to find some tips here on how to support your colleagues who may be experiencing racism. For this we spoke with a range of BIPOC cultural figures back in 2021 in Baden Württemberg about their experiences of racism within the working environment and put together a summary of the initial requirements for Empowerment.

This compilation is merely a snapshot, as the discourse on the topic is constantly evolving. Feel free to send us your thoughts, additions and feedback, or contact us if you have any questions at empowerment@forum-der-kulturen.de

On our website www.forum-der-kulturen.de/diversitaet-als-aufgabe/empowerment you will find event information, workshops and coaching opportunities on the topic of empowerment, and you can become part of our empowerment network:



This poster was designed on behalf of the Forum of Cultures by the anti-racism/empowerment trainer and musician **Jamila Al-Yousef** and written together with co-author, **Josephine ‚Pepita‘ Niang** (educational consultant for anti-discrimination work and power-critical cultural work).

A big thank you for the exchange goes to the Circle of Critical Friends: **Abilashan Balamuraley** (diversity multiplier), **Melanelle B. C. Héméfa** (educational speaker for empowerment & anti-black racism; performing poet), **Goska Soluch** (diversity coach and trainer), **Anna Lampert & Corinna MeviBen** (Forum der Kulturen) and **Nadine Jessen** (dramaturgy Kampnagel + Migrantpolitikan).

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WHAT IS EMPOWERMENT?

Racial discrimination often leads to feelings of powerlessness, fear, loneliness, reduced self-esteem, and even traumatisation. It is therefore important to build resilience in order to be able to act appropriately. That's the goal of empowerment! More specifically, it's about self-empowerment and self-determination.

Empowerment work supports people who are affected by racial discrimination in areas such as identifying your own resources, options for action, and decision-making power. The aim is to shape the reality of your own life, in places like the working environment, in a self-determined way, and to learn how to deal with experiences of discrimination. The focus is on self-care, showing boundaries and healing wounds, some of which have been sustained over many years. Not just individually, but also within the community. By connecting with people who have had similar experiences, traumatic incidents can be shared and labelled more effectively as, for example, racial discrimination.

The concept of empowerment is not new, but follows in the tradition of the Black civil rights movement in the USA. Their aim was to fight for equal rights for all citizens as well as for access to actively participate in all levels of social structures.

EXCHANGE OF VIEWS, NETWORKS, WORKSHOPS, TRAINING, COACHING, SHARING OF KNOWLEDGE

By empowering ourselves, we can simultaneously inspire and encourage others to pursue their goals. We want to support each other in working towards a society based on solidarity, especially in times of self-doubt and insecurity. By building networks through coming together with people who have had similar experiences, we help to promote empowerment and solidarity.

TOGETHER WE CAN:

- Create safer and brave spaces in which we can comfortably share and educate ourselves.
- Reflect collectively, listen to one another and offer support for individual healing.
- "Honouring of Roots," i.e. celebrate and critically reflect on the history and practices of our cultures and develop new traditions to connect to the past and create an identity. This can help us understand ourselves better and, if desired, develop a deeper appreciation for our cultures and ancestors.

INSPIRATION

BOOKS

- All About Love (Bell Hooks)
- Allianzen (Liesch/Warner/Pees)
- Identitäten. Die Fiktionen der Zugehörigkeit (Kwame Anthony Appiah)
- My grandmother's Hands (Resmaa Menakeem)
- Mythen, Subjekte, Masken (Eggers/Kilomba/Piesche/Arndt)
- Radikale Selbstfürsorge (Svenja Gräfen)
- Schwarz wird großgeschrieben (Evein Obulor)
- Sister Outsider (Audre Lorde)
- Undeutsch (Fatima El Tayeb)
- Was weiße Menschen jetzt tun können (Emma Dabiri)

PODCASTS

- BBQ Podcast
- Curry On...
- Hast du alles?
- How to survive the end of the world
- Lose Fäden Podcast
- Maangai Podcast
- Rice and Shine
- Stuff the british stole
- Zora's Daughters

SHOWS

- Dear White People
- Karakaya Talks
- Khadija Mbowe
- Masters of None
- New Media Socialism: Hello Deutschland, Ramadram, League for Spiritual Defense, Justice Project...
- Sort of

ON SOCIAL MEDIA

- Diaspora Wellness
- erklär mir mal...
- Malcom Ohanwe
- Matthew Blaise
- Sinthujan Varatharajah
- Tarik Tesfu
- Tupoka Ogette

THIS IS OUR RIGHT! FROM SELF-CARE TO SETTING BOUNDARIES

WHAT CAN I DO AS AN AFFECTED PERSON IN TOXIC STRUCTURES?

As people affected by racism, we often feel tired, exhausted and powerless. Not only does everyday racism cost us valuable energy, we also repeatedly experience being exploited as agents of our realities or are often involved in resistance struggles, whether active and organized or passive and incidental. In order to empower ourselves and become more resilient, it's also important to focus on self-care. A vital part of empowerment work is therefore taking care of ourselves and practising self-care, i.e. looking after our general physical and mental well-being.

HOW SELF EMPOWERMENT CAN LOOK LIKE:

1. Set boundaries and create space for self-development. When we set boundaries, we give ourselves the freedom to choose how we want to be treated and create space for our own self-development. It's important to recognise that setting boundaries is not an act of hostility or separation, but an act of self-care and self-respect.
2. Take time for yourself to relax, have fun, laugh, sleep and for other things that do you good. As a small toolkit: "Take 5 minutes and write down which places, people, food, music, practises etc. are good for you, so that you have them ready in moments of being overwhelmed."
3. Build a network of supportive people. This might include friends, initiatives in your community, or other people affected by racism.
4. Cultivate cultural ties and don't underestimate the importance of belonging to a community.
5. Seek support in the form of therapy or other professional counselling.
6. Practise mindfulness and self-acceptance. Because it's also important to accept that you'll make mistakes and be forgiving towards yourself.

SELF EMPOWERMENT HELPS US TO IMPROVE OUR OWN SELF-CONFIDENCE AND INDIVIDUAL RESPONSIBILITY, AS WELL AS TO UTILIZE OUR RESOURCES AND FOCUS ON OUR OWN NEEDS.

FURTHER COUNSELLING CENTRES

EMPOWERMENT PROGRAMS OFFERED BY FORUM DER KULTUREN STUTTGART E.V.:

Free counselling sessions for BIPOC artists and cultural practitioners: experts will listen to you, empower you and work with you to find solutions. Write an email to empowerment@forum-der-kulturen.de or visit our website www.forum-der-kulturen.de/diversitaet-als-aufgabe/empowerment/

ADIS E. V. :

A provider of professional anti-discrimination work in the Reutlingen/Tübingen region and a specialist centre for discrimination in Baden-Württemberg. Our focus is on anti-discrimination counselling, empowerment work and practice development: www.adis-ev.de

CENTRE FOR CULTURAL PARTICIPATION BADEN-WÜRTTEMBERG

with funding programs for diversity-oriented cultural work www.kulturelle-teilhabe-bw.de

ANTI-DISCRIMINATION CENTRE OF THE STATE OF BADEN-WÜRTTEMBERG

consultation and information in case of discrimination www.sozialministerium.baden-wuerttemberg.de/de/ministerium/lads-baden-wuerttemberg/

ANTI-DISCRIMINATION CENTRE OF THE FEDERAL GOVERNMENT GERMANY

consultation and information in case of discrimination www.antidiskriminierungsstelle.de/DE/startseite/startseite-node.html

DIVERSITY ARTS CULTURE BERLIN:

Conception and Counselling for Diversity development www.diversity-arts-culture.berlin

PHOENIX E. V.:

Empowerment-Trainings: www.phoenix-ev.org

THEMIS TRUST AGAINST SEXUAL HARASSMENT AND VIOLENCE E.V. www.themis-vertrauensstelle.de

AWARENESS ACADEMY FOR CLUB CULTURE www.awareness-akademie.de

