




# **#StopHatredNow**



**Guidelines  
& Info  
Checklist**

# Introduction

It takes a village to stop hatred.

To ensure a supportive and non-threatening environment for #StopHatredNow collaborators and participants, this document contains the platform's ethical guidelines as well as is a collection of valuable resources. Our goal is to prevent discrimination and harassment and to enable everyone to feel comfortable to learn, share, grow and contribute freely during the festival.

Here, you will find suggestions and concrete examples of safer space guidelines, anti-racist practices and accessibility and inclusion checklists for your organisation to implement immediately or inspire you to make your own set of guidelines based on your organisation's values. Thank you for co-creating a community where one can learn, listen, and express freely forms of activism and self-care we value and encourage.

#StopHatredNow is an anti-racist and intersectional feminist platform whose purpose is to create new multi-voiced feminist discourse about anti-racism, inclusivity and diversity within art and culture. Multivoiced feminist discourse means that we do not aim at a consensus. There must be space for new view points and experiences, but the atmosphere must also remain respectful, safe and inclusive.



# The ethical guidelines of this platform

No one should make assumptions about or question someone's background, gender or experiences. Everyone has the right to share what they feel is necessary and meaningful about themselves.

Every actor on the platform (guests, participants, artists, producers, technical staff, facilitators and other content producers) is treated equally and respectfully.

Discrimination and any kind of harassment, sexual or otherwise, are strictly forbidden. This includes language. We do not use discriminatory, subordinating, repressive or offensive terminology (different slurs and invectives), not even in examples or to describe something.

The platform is based on trust, freedom of doing, and responsibility. The facilitators are responsible for the event as a whole, but every guest is responsible for their own work. This means that these ethical guidelines have been observed, and every participant and guest is aware of them.

In conflict situations, #StopHatredNow's production team has the right to intervene in a programme's content.

We acknowledge that we are not perfect and urge everyone to take responsibility for their words, actions and failures. Dealing with deep and complex things can be painful and requires much emotional labour.



## Here are a few pieces of advice regarding this:

1. In accordance with intersectional ways of working, it is good to start acknowledging our own privileges.
2. We come from different experiences, cultures and situations in life, we will differ in opinion.
3. We acknowledge that misunderstandings are a part of communicating: sometimes we might use different words to describe the same things or vice versa, same words to describe different things.
4. The journey is bumpy and full of setbacks, and that is ok.
5. We actively spot and accept our failures and educate ourselves on the subjects we do not understand.
6. Sometimes we utter painful things through emotion, but this should not lessen the importance of the message we seek to interact with others respectfully despite our differences of opinion.
7. We disagree on things, criticize structures and working methods, but we treat other people with respect.
8. At times, it is good to take a small break and just breathe.
9. At times, we need outside help to make sense of things.
10. At times, “sorry, I acted offensively, I will think on it and do better next time” is a good start.

\*If you have any questions or would like to give feedback, please reach out to #SHN's producer Lisa Kalkowski at [producer@urbanapa.fi](mailto:producer@urbanapa.fi). She can further assist you.



# Suggestions on how to create your own Safer Space Guidelines

Safer Space Guidelines are meant for everybody who enters the space to feel like they can be their authentic selves, that they belong and are seen and heard in a way that feels comfortable for them. As it is impossible that every situation perfectly fits every individual, we strive for a “safer” and “brave” space.

The following questions are merely prompts and suggestions on beginning to co-create Safer Space Guidelines that reflect your group’s needs and context. As your group responds to the questions, first feel, list what comes to mind and then edit the list in a clear and concise way to everyone.

1. What do you/they need to Participate in this space together?
2. What do you/they need to Access the space?
3. What do you/they need to Learn well in this space together?
4. What do you/they need to Feel Respected in this space together?
5. What do you/they need in this space to Create together?
6. What do you/they need here to Freely Express yourself and with others?
7. Here comes the accountability bit: What if a boundary was crossed or a guideline was misused or misunderstood? How can we clearly write and create a clear protocol for how the situation could be confronted and resolved?



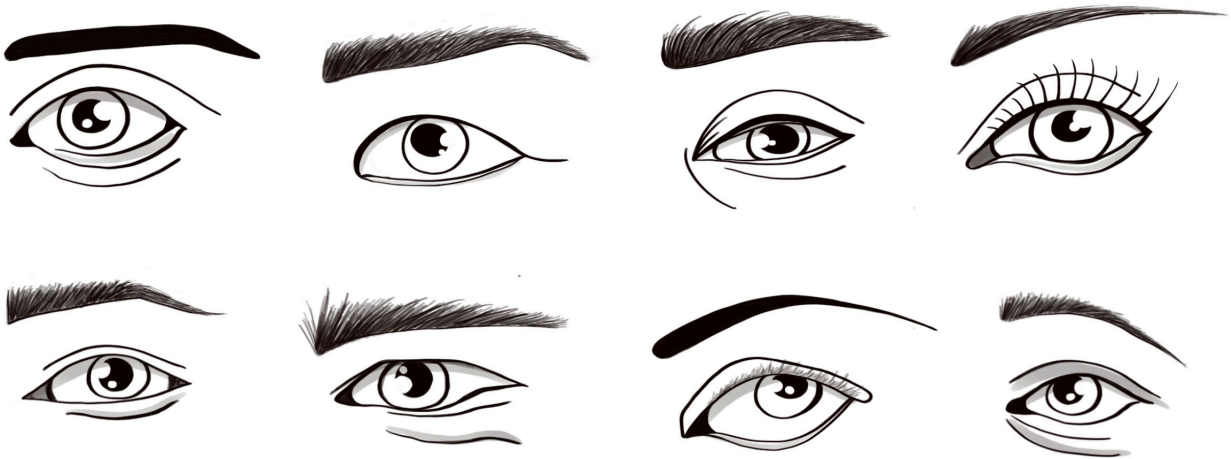


## **Tips when editing the guideline:**

1. Make points specific enough to be doable in the present.
2. Check that the points listed in the guideline are a request rather than a demand. In other words, if the other person said “no” or made a “mistake”, there is no fear of retribution.

## **Depending on where, when, and how your Safer Space Guidelines are used, you may want to consider:**

- Having them be very visible on the wall, website or/and attached in an email. If somebody would like to review them verbally, there is the possibility to do so.
- If you would like to co-create them with the participants, reserve some time to do so.
- Have all persons involved sign the guideline to ensure mutual understanding and agreement; even those who access the space for a brief duration (ex., Lecturer, guests) should be complicit.
- In the case of events, consider having educated safety hosts and harassment contact persons.
- No guidelines serve for every time/place. Even amongst the same group of people, checking its validity for each happening at the beginning or in advance can make a huge difference.



Framing the space and intention: Who will be entering the space? What is the purpose of the meeting, space, or event? Awareness of all the factors involved and possible foreseeable events will help guide you in writing what is needed to be in place for all participants.

The above are all suggestions, and there are a million and one ways we can devise and disseminate Safer Space Guidelines. You will know what is best for you and your community. As long as your main intention is to care for yourself and for others, we can more easily take on challenges and learn from them.

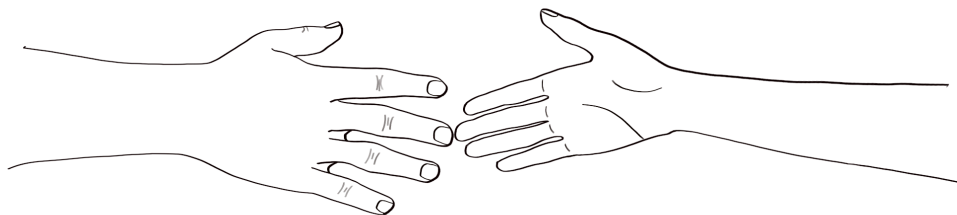
This document was compiled by Alex Kollerová of Globe Art Point and Arlene Tucker of Culture for All Service with the support of #SHN's working group. Suggestions on how to create your own Safer Space Guidelines was compiled and written by Arlene Tucker. Inspiration has come from Anti-Racist Forum (ARF), Ruskeat Tytöt, Feminist Culture House ry, personal experiences and invaluable discussions and experimentation with Diversity Agents. Team effort on all fronts made this collection of hopefully helpful information happen.

The platform, initiated by UrbanApa and Sonya Lindfors, is a creation of several organisations. Other organisers for #SHN 2023 include Arts promotion Centre Finland, Catalysti, City of Helsinki, Cultural Centre Caisa, Culture for All Service, The Finnish Cultural Institute for the Benelux, The Finnish-Norwegian Cultural Institute, Finnish Institute in the UK and Ireland, Globe Art Point, Goethe-Institut Finnland, Kiila ry, MiklagårdArts, The Ministry of Education and Culture, University of the Arts Helsinki, UrbanApa, and Zodiak – Center for New Dance. The platform is facilitated by Sonya Lindfors. Lisa Kalkowski acts as the event's producer and project coordinator.

[www.stophatrednow.fi/](http://www.stophatrednow.fi/)

Illustrations and layout by Kristiva Vasileva.

<https://vasilevakristiina.myportfolio.com>



## Resources:

Declaration on Race and Racial Prejudice - the United Nations:

[Download the Non-discrimination Act \(pdf\)](#)

Non-Discrimination Act by Ministry of Justice, Finland:

[www.finlex.fi/fi/laki/kaannokset/2014/en20141325.pdf](http://www.finlex.fi/fi/laki/kaannokset/2014/en20141325.pdf)

## Examples:

#SHN's Ethical Guidelines:

[drive.google.com/file/d/1tNSjtU0dpypS7JFmlpOzdRKYg0jiOBtk/view](https://drive.google.com/file/d/1tNSjtU0dpypS7JFmlpOzdRKYg0jiOBtk/view)

Turvallisemman Tilan Periaatteet:

[plan.fi/yhdenvertaisuus/](http://plan.fi/yhdenvertaisuus/)

Anti-Racist Forum Safer Space Guideline:

[www.antiracistforum.org/safer-space](http://www.antiracistforum.org/safer-space)

Feminist Culture House Safer Space Guidelines:

[feministculturehouse.org/about/safer-spaces/](http://feministculturehouse.org/about/safer-spaces/)

Principles of Safer Space:

[www.kulttuuriakaikille.fi/tietoa\\_meista\\_turvallisemman\\_tilan\\_periaatteet](http://www.kulttuuriakaikille.fi/tietoa_meista_turvallisemman_tilan_periaatteet)

## Guides & Checklists:

Culture for All has a collection of information packages and guides for improving the accessibility of cultural services:

[https://www.kulttuuriakaikille.fi/accessibility\\_guides](https://www.kulttuuriakaikille.fi/accessibility_guides)

Checklists can be used to evaluate how accessible your premises and services are. A do-it-yourself survey may not be as valuable as a survey by a professional, but it can be of great help. Pay attention to the scope of the audit: Does it cover the physical environment and communications, as well as the services and products that you offer.

[www.kulttuuriakaikille.fi/accessibility\\_checklists](http://www.kulttuuriakaikille.fi/accessibility_checklists)

Event Accessibility Checklist:

[www.shapearts.org.uk/Handlers/Download.ashx?IDMF=f-d20337e-01da-4d7b-a844-fe5c24d30cde](http://www.shapearts.org.uk/Handlers/Download.ashx?IDMF=f-d20337e-01da-4d7b-a844-fe5c24d30cde)

## Terms & Concepts:

Racial Equity Tools, Glossary in english language:

[www.racialequitytools.org/glossary](http://www.racialequitytools.org/glossary)

Fem-R has put together a glossary of words and concepts related to feminism and anti-racism. The glossary is intended to serve as a source of feminist discussion for those unfamiliar with the terms in practice. This page is published in Finnish.

[www.fem-r.fi/sanasto/](http://www.fem-r.fi/sanasto/)

Equality.fi is a database maintained by the Ministry of

Justice and it contains information and tools for persons and organisations interested in promotion of equality and non-discrimination.

[yhdenvertaisuus.fi/en/glossary](http://yhdenvertaisuus.fi/en/glossary)