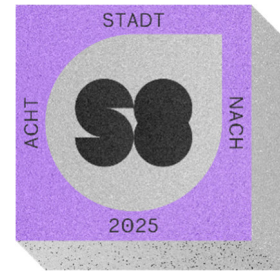


# Awareness Concept

For the conference Stadt Nach Acht | 27.-28.11.2025  
The awareness stand is located in the b-dome.



## 1. What exactly is awareness and why is it important?

The term comes from the English phrase 'to be aware', meaning 'to be conscious'.

Awareness means establishing and maintaining considerate, responsible and supportive relationships with one another. The aim is to create spaces that strengthen the self-determination of different communities – in a spirit of solidarity and impartiality. Through awareness-raising, we learn together to respect everyone's boundaries and to counter discrimination and violence. And we learn how to support people who experience (or are forced to experience) discrimination.

In addition, the approaches and practices of the Transformative Justice and Community Accountability movements in the United States have influenced awareness-raising work in Germany. Women and LGBTIQ\* people of colour developed their own community-based solutions to discrimination and violence. Due to racist structures within the police and state authorities, BIPOC (Black, Indigenous, People of Colour) could not rely on these institutions. An examination of violence and security needed to be established within the communities. Awareness was and is often understood in Germany as an anti-sexist practice. However, it has become clear that different forms of discrimination and their overlaps must be taken into account.

[from: Initiative Awareness]

## 2. Basis and guiding principles

### a) Definitional power

The affected person determines what is abusive or discriminatory. We listen, do not question the definition of those affected, and tailor our support to it as much as possible.

### b) Intersectionality

Discrimination can occur simultaneously and intertwined. We take complex realities of life into account and provide special support to people who are affected in multiple ways.

### c) Affected person-centredness and empowerment

We support affected persons in regaining self-efficacy. We act in accordance with what they need.

### **3. In practice**

Why awareness at a conference? For us, awareness means being alert to the needs of others and actively ensuring that everyone feels safe, welcome and respected.

We want to create spaces where:

- different positions are heard
- people can express themselves without fear
- boundaries are respected
- assaults — verbal, physical, structural — are taken seriously

In doing so, we are setting an example for discrimination-sensitive, open and democratic coexistence in nightlife and cultural policy.

All congress staff practise this concept to the best of their knowledge and belief.

#### **a) The team**

All awareness staff at the conference act as first points of contact. They can be recognised by their blue vests, can be found at the conference information point and are in constant contact with those primarily responsible for awareness. The awareness officers can also be reached at any time at the awareness point in the b-dome and by telephone.

All members of the awareness team have specific expertise and have already acquired proven theoretical and practical knowledge in this area. A quiet room/safe space is available in Crack Bellmer for personal conversations.

The Head of Awareness can be called upon for help by members of the awareness team at any time (e.g. in cases of low capacity, excessive demands, personal involvement, etc.).

#### **b) Languages**

The person in charge can be contacted in the following languages:

- German
- English

#### **c) Security**

Guiding principle: We rely on collective care. There is no separate security personnel on site. In the event of incidents or feelings of insecurity, employees can be approached at any time. In each conference room, there is a room representative and a person at the entrance who can be approached. They can provide short-term assistance but are not trained security personnel. At the same time, we assume that all conference participants take responsibility for their own safety and that of others present. If you perceive a threat to your own safety or that of others, please contact our staff.

The conference organisers reserve the right to exclude participants or external persons from further participation in the conference in the event of gross disruption to the conference proceedings, extremist, inhumane or discriminatory statements by participants or external persons that could compromise the security of the event. In the event of abusive situations that our employees feel unable to handle and that cannot be resolved, we reserve the right to exercise our domiciliary rights.

#### **d) Quiet room**

A quiet room is available at Crack Bellmer for people who want to withdraw, e.g. due to overstimulation or the perception of a discriminatory or abusive situation. This can be accessed at any time via the awareness team. They are responsible for guiding those seeking help there when they ask for support. Additional safe spaces may be available on a temporary basis, i.e. not continuously.

#### **e) Limits of our work**

We, the conference organisers, reserve the right to remove individuals from conference rooms and are prepared to seek police assistance to enforce this right if necessary. As organisers, we exercise our domiciliary rights and will enforce them if necessary against individuals and actions that are deliberately disruptive, discriminatory or pose a threat to safety.

In the event of medical or psychological emergencies, we may call in professional assistance from emergency services.

We cannot do transformative work with individuals who use violence or engage in discriminatory behaviour. For this, we refer them to aftercare centres and support groups for victims, which can provide professional assistance.

Our work focuses on care work and the emancipation of those affected, as well as creating spaces where they can communicate their needs. We will respect these wishes and implement them within the scope of our possibilities.

We can:

- contribute to safer spaces
- provide care and support
- intervene in discussions
- exclude people who endanger or harm others

We cannot:

- replace therapeutic help
- take on criminal prosecution
- guarantee that no discriminatory actions will occur

But: We do everything within our power.

#### **f) If something happens to you or you notice something**

You can always...

- contact the awareness team directly
- contact the room representative
- visit the awareness point

We will:

1. listen
2. work with you to clarify what you need
3. take appropriate action
4. not proceed any further if you do not want us to

Everything will remain confidential — unless there is an immediate danger.

#### **g) Contact**

Our awareness concept can be found on our website. Further information on awareness work can be found here:

- Initiative Awareness: <https://initiative-awareness.de>
- act aware: <https://act-aware.net/>
- b-aware: <https://b-aware-berlin.de/>
- Awareness Academy Berlin: <https://awareness-akademie.de/>

In almost every major city, there are initiatives/groups/associations or committed individuals who have taken up the topic of awareness (at events). Feel free to contact the initiatives listed here as examples; they will certainly be able to refer you to contact persons in your area!