Episode 12
Safer Spaces Invitation

Arika

MAKING SAFER SPACES

We are mindful that people come from different communities, experiences, countries, backgrounds, educations and contexts and that we might not always have a shared language, vocabulary or understanding.

The Episode gathers people from different communities. Although not primarily a community-building space, we aim to create a space to think and converse together across and in difference, whilst communicating thoughtfully and respectfully of those differences.

We want to foster an environment of open-mindedness, willingness to learn, collaboration, and respect for each other's experiences and perspectives. We want all participants to feel able to express themselves and ask questions without fear of reprisal or humiliation, while also being able to listen to challenges and engage in active reflection.

This event aims to support the wellbeing of participants whilst recognising that challenging environments can allow opportunities for growth, and new understandings and connections. We live in a world where oppression and violence are socially entrenched and pervasive.

Challenging and undoing oppression, whether on individual, community or structural levels is an ongoing practice that we are committed to doing.

We recognise that many of the people attending the Episode experience oppression on multiple intersecting axes. Attendees are asked to recognise and honour this in themselves and in others, and attend with the awareness that unlearning our own internalised prejudices is ongoing, necessary and imperfect work.

CONFLICT & HARM

During Episodes, we recognise that events with complex conversations can be emotionally affecting and challenging in different ways. We also recognise that sharing space in a world where oppression and violence are socially entrenched and pervasive, we all have the capacity to harm and be harmed. We all have different capacities for being with discomfort, conflict and meeting moments when our behaviours have hurt others.

We aim for the Episode to foster a space for collective safer/braver practices, and strongly encourage all participants and attendees to collaborate with us on this. We all have the capacity to harm and be harmed, and we all have different capacities for being with discomfort, conflict and meeting moments when our behaviours have hurt others.

Within our core principles of abolition, Arika invites all those involved and all attendees to join us in the Principles and Expectations set out below.

MEETING CONFLICT & HARM

Arika is committed to building worlds together where conflict and harm are met with compassion and responsibility. We also recognise the conditions, labour, capacity and expertise required for processes which are able to do so without themselves causing harm. Our Episode team is not in capacity to provide interventions for conflict, however we take harm seriously and endeavour to meet instances of harm with care and responsibility, centring those harmed.

While we recognise that harm and conflict can feel similar, we attempt to distinguish here for clarity:

CONFLICT

We define conflict as a disagreement or misalignment between two or more people, which may escalate and affects both/all parties, and which can be supported with time, space and consenting conversation.

During Episodes, we are unable to offer facilitation for conflict resolution. If a conflict arises that is affecting you, please approach or contact an Active Listener or team member who can listen, offer one-to-one support, and share resources and further signposting.

HARM

We define harm as a singular or ongoing interaction between two or more people which may involve a power discrepancy, and/or one person has enacted power or control over the other through words and/or actions (including inaction). This may include micro-aggressions, discrimination, bullying, harassment, non-consensual contact and coercion, and may be identified as a hate incident.

We recognise that harm can occur without intent, yet we maintain that impacts of harm require care and responsibility, and may require reparative actions to restore trust and/or a sense of safety in those affected.

Where harm occurs and any attendee would like support, we can offer a quiet space to share your experience, be heard, and be offered options for next steps including aftercare, consenting for reporting, follow up within our capacity, support resources and/or consent-based intervention.

We will maintain full confidentiality and consent before taking any action, unless we believe there is an ongoing safeguarding risk to yourself or others. If in the rare instance we feel there is no option but for us to take action to enact the required care and responsibility, ie. if a party is not in capacity to give informed consent, we will maintain transparency and agency for those affected as far as possible.

We have an Active Listener at the Episode who attends most events and is available to listen and offer one-to-one support if required. We also have a Quiet Space for people who need a break.

SAFER SPACES PRINCIPLES

Within Arika's core principles of abolition and anti-coloniality, we invite all involved and attending the Episode into embodying shared principles of:

- open-mindedness
- willingness to learn
- collaboration and
- respect for each other's experiences and perspectives
- collective responsibility for the spaces we're sharing

EXPECTATIONS

The following sets out expectations for us all (audiences, artists, workers) to follow that will help build a productive and supportive space:

Be thoughtful about and check that you are using people's correct name and pronoun.

- You cannot identify someone's gender identity or the pronouns they use simply from looking at them. If you feel able to do so, please feel free to introduce yourself with your own name and pronouns and ask others for theirs.
- If you are not sure how to pronounce someone's name, please ask them. If you mistakenly use the wrong pronoun for someone, or mispronounce a name, please apologise briefly, correct yourself, and move on.

Be careful to avoid making generalisations or assumptions about others

- Many of us experience oppression related to factors including (but not limited to) work, gender, disability, race, transition, sexuality, migration, class and others that may not be immediately obvious. Be aware of your social position in relation to others.
- Think about how your view of the world may have been shaped and who might be excluded or harmed by your words, opinions and actions.

To foster a culture of consent, please respect others' physical and emotional boundaries.

- We acknowledge that no one is entitled to access to another person's personal space, information or intimacy.
- Please ask before touching someone, even in passing, and change your behaviour if someone lets you know that you are crossing their boundaries/ that they are uncomfortable with a level of contact.

We encourage you to think about and communicate your own boundaries.

- Be mindful of boundaries in asking others to share personal information, and hold confidentiality of personal information which has been shared with you.
- The Active Listener is available if you would like support in listening to your experiences around navigating these expectations.

SAFER SPACES SUPPORT

ACTIVE LISTENERS

We will have an Active Listener attending and observing most of the events happening in Tramway. You can identify an Active Listener by their yellow lanyard and they will be pointed out at the beginning of events. The events they will be attending is listed here - https://arika.org.uk/episode-12/#active-listener

The Active Listener can offer a listening ear or emotional support to those who might need it either during or after the event. This might be to listen and hear what someone wants to share about their experience at the event, or to offer brief emotional support if they have been particularly activated at an event. Any personal matters shared will be held in confidence.

You are welcome to approach them at any time during or between events. You can also call or WhatsApp them to ask for support on **+44(0)7538 518 239.**

There are a variety of public spaces within Tramway, including The Hidden Gardens, where you can be supported by the Active Listener. In addition, there is a private space that can be accessed with the Active Listener if requested. Due to the busy nature of an Episode they are available for around 20 minutes at a time.

If you would like anything discussed with the Active Listener passed on to Arika or Tramway, for feedback, follow-up or reporting purposes, let the Active Listener know.

We note that the Active Listeners won't be able to provide any mediation and are not responsible for investigating any incidents.

QUIET SPACE

There will be an Episode Quiet Space in the Tramway Studio which will have a range of comfortable seating, low light levels, stim materials, lego, ear defenders and ear plugs, and a selection of reading and drawing materials. This is a space for anyone who needs to chill out a bit, relax and take time out from the events and the bustle. It's designed around the needs of autistic people, but everyone is welcome.

Open during the following times:

Thurs: 18:00 – 22:00	Fri: 16:30 – 22:00
Sat: 13:00 – 22:00	Sun: 13:00 – 22:00

THANKS

With thanks to SWARM, Abolitionist Futures, Sisters Uncut, Edinburgh Art Festival and Decrim Now for sharing their safer spaces documents to help us build our own. Thanks also to ID.Y for evolving our approach. (ID.Y's work is led by nxa Parinussa and has been shaped by learning from abolitionist practitioners and trainings including Kai Cheng Thom, Navigate / Paul Kahawatte, Prentis Hemphill, Black Psychotherapy's Anti Oppressive Practice amongst others)

RESOURCES & SIGNPOSTING

AFTERCARE

Healing Justice Aftercare menu
https://healingjusticeldn.org/methodology/hjl-aftercare-menu/
Some approaches for self care following sessions and workshops

Healing Justice Protest regulating & support resource
https://healingjusticeldn.org/methodology/hjl-protest-regulating-support/
Grounding, settling, and regulating before, during and after protests

The Embodiment Institute
https://www.theembodimentinstitute.org/resources
Resources for grounding & resilience

MENTAL HEALTH SUPPORT

Breathing Space
https://www.breathingspace.scot/
Confidential phoneline 0800 83 85 87 & webchat for anyone in Scotland aged over 16 experiencing anxiety, depression or low mood
Monday to Thursday, 6pm to 2am & Friday 6pm until Monday 6am

NHS 24
https://www.nhs24.scot/
Free call 111
Non-emergency, out-of-hours medical attention mental health challenges

NON NHS MENTAL HEALTH SUPPORT

Samaritans
https://www.samaritans.org/how-we-can-help/contact-samaritan/
For urgent support call 116 123 | jo@samaritans.org

Campaign Against Living Miserably
http://www.thecalmzone.net
0800 58 58 58

Mind
https://www.mind.org.uk/
Mental Health information, helpline support, crisis resources

Anxiety UK
http://www.anxietyuk.org.uk
03444 775 774

ARTIST FOCUSSED

20 Stories High Resources for Trauma Informed Creativity and Artist Wellbeing
https://www.20storieshigh.org.uk/state-of-mind-resources/

Beautiful Trouble Creative Activism Toolbox
https://beautifultrouble.org/toolbox/

Artist Centred Support and Training for Wellbeing
https://www.artistwellbeing.co.uk

Physical and Mental Health Support (and lots more) for Musicians
https://www.helpmusicians.org.uk/
Support line 0808 802 8008 (24/7)

BLACK AND BROWN CENTRED
Amina Women's Resource Centre Scotland Amina Helpline
https://mwrc.org.uk/
0808 801 0301

Black Minds Matter UK
https://www.blackmindsmatteruk.com/
Free, one to one, culturally appropriate talking therapy for Black people in the UK

Black Psychotherapy Resources page
https://www.blackpsychotherapy.org/resources
Including books, podcasts and community organisation signposting

House Ball Scotland BIPOC resources
https://bit.ly/HBSBIPOCResources

Muslim Community Helpline
https://muslimcommunityhelpline.org.uk/
Confidential, non-judgemental listening and emotional support service in languages English, Arabic, Gujarati, Punjabi, Urdu/Hindi
020 8904 8193 or 020 8908 6715 Mon to Thurs: 10am-1pm. Frid: 10am-4pm or email

Inspirited Minds
https://inspiritedminds.org.uk/
Private counselling services for Muslim communities

Mama UK
http://tellmamauk.org
0800 456 1226
Supports victims of Islamophobia and anti-Muslim hate

Muslim Community Helpline
http://muslimcommunityhelpline.org.uk
020 8908 6715 or 020 8904 8193
Provides listening and emotional support for members of the Muslim community