Safer Space Guidelines

Arts Management Helsinki organises discussions whose purpose is to offer new perspectives, share knowledge and provide an opportunity to reflect on and process one's own experiences. To make these discussions as rewarding as possible for all participants, we commit to the following principles in creating a safer space:

Non-Discrimination

- We do not make assumptions about people based on their age, way of speaking, ethnicity, skin colour or other external characteristics. We do not define another person's identity on their behalf.
- Because we all nevertheless make assumptions about one another all the time, we actively try to become aware of our own assumptions. We seek to recognise the positions of power we hold.
- We aim to jointly ensure that everyone is heard and able to participate. If the group discussion has a facilitator, they take responsibility for this.

Respect

- Every participant is entitled to describe their own experiences and thoughts in their own words. We do not belittle another person's experience, nor do we dismiss viewpoints that differ from our own. We aim for constructive dialogue and learning from one another.
- We do not demean or embarrass others. We can also discuss difficult topics.
- We give fellow participants space to be tentative, imperfect and fallible.
- We treat sensitive topics with respect. If a participant wishes to share something in confidence, we do not disclose the content of the discussion to outsiders.

Being supportive

- We accept mistakes and disagreements. We support one another through difficult times too. We aim to learn from our own mistakes.
- We intervene in inappropriate behaviour.
- If you need help or support in problem situations, ask for it.

Arts Management Helsinki's premises are a discrimination-free zone.