

Designathon Code of Conduct 2023

✦ Purpose

The topic of *power* plays an immense role in the everyday life of all people. People are born with varying levels of power. During the Designathon Event, we cannot annul all privileges and inequalities, but we try to create welcoming conditions for everyone. The Designathon wants to do its best to cultivate an inclusive and aware community.

In the following we would like to share a common basic understanding with which we want to operate for all Designathon events. We ask you all to read the following page carefully, raise awareness that discriminatory social structures have been built up for centuries and that we all contribute by counteracting them consciously and actively.

✦ Our Values

- Building a collaborative, positive and healthy environment in which everyone is respected and heard.
- We encourage participation in an authentic and active way. At the same time being mindful that everyone gets a say in conversations which includes actively inviting others to share their views, ideas and stories. Every person has their own and unique way to express themselves.
- To create this space, we are committed to providing a friendly, safe and welcoming environment for all, regardless of race, gender identities, sexual orientation, physical appearance and ability, body size, professional experience and education (or lack thereof), ability, ethnicity, socioeconomic status, religion (or lack thereof) and other personal conditions and choices. This includes anti-Indigenous/Nativeness and anti- Blackness.
- Be aware of the language that you use which can reproduce and manifest power structures. Be accepting about pronouns, gender, or sexual orientation.

- Take someone's experience seriously and do not try to minimize someone else's experience. It has major effects on the mental and physical health of people. We are not interested in defensiveness. Instead listen, apologize and learn.
- No one is perfect. What matters is owning up to your mistakes, saying sorry, and making a clear and persistent effort to improve.
- At all of our events (online/offline) please ask for permission for any filming/photographing

✦ Problems + Questions

- In case of an unacceptable action, you can address the issue directly to the person (if you feel secure enough). Try to address it from your point of view and use "I feel..." messages.
- If you're uncomfortable speaking up, contact a person with a warning waistcoat. This awareness person is always around throughout the event and will be there to support you.
- If you witness someone else being harassed, reach out to the negatively affected person and make sure that they are ok. Reach out to us at any time. We will take further actions if there are severe violations against the code of Conduct.

If you have any questions about the Code of Conduct, if you are unsure of how to behave or if you are unfamiliar with any terms, you also can talk to a person with a warning waistcoat to whom you can ask all your questions. Avoid asking affected people if you have uncertainties. We also don't know everything but we do our best to find answers for your questions together.

And last but not least we wish you lots of inspiration, good discussions and new encounters!