

## Basic Values and Code of Conduct for the Black Community Weekend

“We all should know that diversity makes for a rich tapestry, and we must understand that all the threads of the tapestry are equal in value no matter what their color.”  
- Maya Angelou

**The Black Community Weekend is meant to be a safe space for all participant Black people, according to the emancipatory self-conception of the ISD. Therefore the following rules apply as decided by the ISD acting as organizer**

The ISD defines itself as a representative of Black people’s issues in Germany. This means in particular the determined fight against any form of racism and exclusion. Naturally, the ISD also opposes any other form of discrimination and advocates its abolishment.

Like all people who are not in accordance with the (male, white, wealthy, heterosexual and german speaking) standard of this society, Black people experience discrimination in further individually different areas, e.g. for their financial situation, their sexual orientation, their age etc. Carrying all this social „baggage“ each one of us comes to the Black Community Weekend.

Together we want to create a climate of positive and fulfilling time with shared experiences, learning, discussions, relaxing and celebrating. Therefore there is the need of a **safe space**. A safe space can exist, when all participants without exception act in accordance with a shared **Code of Conduct**, which we created to achieve a Black Community Weekend without any experience of emotional and/or physical violence for everybody.

Discrimination is the most common form of violence. Therefore we want to create a room free of discriminations such as:

- discrimination of the continental, national or linguistic identity
- discrimination based on gender or sexual identity or life style
- discrimination on the grounds of age, look, physical or mental ability
- discrimination based on social affiliation or level of education
- discrimination on the basis of religion or conviction

“Without community, there is no liberation...but community must not mean a shedding of our differences, nor the ... pretense that these differences do not exist.”  
-Audre Lorde

**The Black Community Weekend is open to all people who define themselves as Black in its political meaning. We accept identity as an decision made by the individual. For us within this self-identification no hierarchies exist e.g. because of shades of skin color, continental/national identity or even parts of „genetical origins“. There is no room at the Black Community Weekend for those kinds of discriminations . This also counts for every sexist behavior. Here applies zero tolerance.**

A conflict management team will stand by for the duration of the Black Community Weekend. They will offer support if cases of conflicts and discriminations appear and work on solutions with the persons involved. In addition, The team will also be available in preparation of the Black Community Weekend. You’ll find the mail adress on the ISD homepage. In addition, the issues of single and multiple discriminations will be highlighted at several theoretical and practical workshops and discussions at the Black Community Weekend.

“Beloved community is formed not by the eradication of difference but by its affirmation, by each of us claiming the identities and cultural legacies that shape who we are and how we live in the world.”  
-bell hooks

The board of the ISD acting as organizer of the Black Community Weekend will exercise property rights in case of serious and unsolvable violations of the Code of Conduct.

With their application, the participants of the Black Community Weekend obligate themselves to try to behave attentive, free of discrimination and supportive according to the mentioned basic values and rules.