

## Anti-Racism Guidelines for the Schlachthaus Theater Bern (SHT)

Goal: The SHT aims to become an anti-racist company! For this purpose, these guidelines were written, and they will be checked at least twice a year by the current team and the board of directors with regard to their realization.

These guidelines are meant to provide orientation and are by no means exhaustive. Besides, they cannot be considered detached from other forms of discrimination and discourses on social justice.

Whenever "We" are mentioned in this guide, "We" represent all of the SHT employees and the SHT board. This is intended to create engagement and solidarity with the guidelines among the artists and audience of the SHT as well.

### Values

1. We work on being a space for human rights education. Racist behavior is punishable by law, and it violates human rights. These guidelines help keep this in mind.
2. We aim to actively participate in the change towards an anti-racist society.
3. We strive to conduct any anti-racism debate in such a way that it remains accessible to people with different experiences. We use a language that everyone can understand.
4. We work on being a non-discriminatory space.
5. All actions of the company and the SHT team are based on issues of social justice.

For example:

- In accordance with these values, the program and the fringe program are critically and continuously checked, ensuring anti-racist positions.
- We regularly attend anti-racism trainings.

### Welcoming Culture

1. Thanks to an open welcoming culture we create accessibility.

For example: All people are treated equally. We pay particular attention to calling out and stopping our own micro-aggressions.

2. We try to make the theater a space of representation.

For example: BIPOC are part of the team and present on stage. If people feel represented at the SHT, they like coming here.

3. We strive to be strong allies.

For example: Anyone experiencing or witnessing acts of racism in the SHT should report this, either directly to the Front Of House staff (Abenddienst) or in a message to the SHT (e.g. by email: [info@schlachthaus.ch](mailto:info@schlachthaus.ch) or by phone: 031 312 96 47). There will be an immediate reaction on site and the incident will be discussed openly and transparently in the next team meeting.

4. We take our responsibility seriously to not reproduce or condone transgressions and micro-aggressions.

For example:

- We hold each other accountable for micro-aggressions and the reproduction of stereotypes. We also do the same when dealing with artists and the audience and ask the same of them.

### Corporate Culture

1. We are constantly in the process of reflecting on our own privileges.  
For Example: We are aware that we do not all share the same experiences. We reflect on our own internal and individual positions of power (using the list from Tupoka Ogette's "Exit Racism" among others.)
2. When filling vacancies, we make sure that people affected by racism are represented in the team.
3. We use sensitive language and empathetic actions to ensure that we treat each other with respect.  
For example: <https://www.verein-diversum.ch/worterbuch>
4. We stand for an open conversation culture; we encourage the exchange of ideas and critical questions regarding the program and existing structures.  
For example: We encourage the audience and the artists to give us feedback and suggestions as part of our efforts towards anti-racism (e.g. by email: [info@schlachthaus.ch](mailto:info@schlachthaus.ch) or by phone: 031 312 96 47)

We are in the process of becoming an anti-racist company. In doing so, we cultivate a positive culture of error, constantly reflect on our work, question our own norms and values, take feedback seriously and continue make progress.

We are patient, persistent, tenacious, and we appeal to YOUR personal responsibility!

These guidelines were developed jointly by employees and board members.

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