



DELIVERABLE // D.30 INCLUSION LAB SESSION #3

On Monday 6 June 2023, Live DMA members and members' members attended the second session of the [Inclusion Lab](#), a capacity-building project which aims to provide Live DMA members with key notions and possible levers of action as to why and how to develop inclusive policies within their organization and membership.

This third session, constructed as a webinar, presented the project [Sexism Free Night](#) and the [standard with gender-responsive criteria](#) to prevent, detect and respond to sexism and sexual violence in nightlife contexts.

These standards, rather than a rigid structure which imposes a unique process, is a base of work that can be adapted to venues of all kinds. It aims at inspiring the creation of processes that fits each venue. During the session Cristiana Vale Pires, researcher in Humanities and in prevention in nightlife context, guided the participants through the following questions: What is a safe space? How can venues really be safe spaces?

After a presentation of Sexism Free Night's projects, attendees were able to discuss on the following topics:

- The constitution of teams for detection and prevention of gender violence at festivals
- Gender-neutral communication for festival audiences vs pointing at a specific gender
- How to involve cis-men in these conversations and actions

The tools presented during the Inclusion Lab will be added to the Inclusion toolbox which will provide the European live music sector with tools and resources on Inclusion in live music scenes, and which will be available at the end of the Inclusion Lab sessions.

13 Participants

Link to the video : <https://youtu.be/VLnhclbQzm4>



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Creative Europe Programme
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Cristiana Vale Pires (she/her)

Faculty of Education and Psychology of the Catholic University of Portugal
Research Center for Human Development (CEDH)
Kosmicare

Who?

PARTNERS



noctambul@

Observatorio cualitativo sobre la relación entre el consumo de drogas y los abusos sexuales en contextos de ocio nocturno



CLUBCOMMISSION

We stand for...

- ... Gender-responsiveness in care policies targeting people who participate in nightlife environments
- ... Nightlife as a space-time for gender liberation and safety
- ... Nightlife stakeholders as allies – cooperation and participation
- ... Denormalize gender double standards in the use of alcohol and/or other drugs
- ... Social innovation, gender mainstreaming and health equity by the intersection of the harm reduction and the prevention of gender-based violence approaches



Why?



Music & Nightlife Rape Culture Pyramid

Adapted from the 11th Principle: Consent



WHAT DOES GENDER EQUALITY MEAN IN NIGHTLIFE?

ACCESS SAFER SPACES CORE CREWS
EQUAL PAYMENT FREEDOM
COMMUNITY
SIMILAR POSITIONS
EQUAL PAYMENT
PARITY
NO FEAR JUSTICE
GENDER EQUALITY
EQUAL TREATMENT
GENDER-SENSITIVE
SAFETY MEASURES
DISCRIMINATION
PARITY
RESPECT EVERYBODY
SAFETY
SEXISM MORE FLINTA* FEELING SAFE
INCLUSION
SAFETY
SAFE NIGHTLIFE
HARASSMENT RACISM
RESOLVE DISCRIMINATION INTERSECTIONAL APPROACH
PARTY WITHOUT FEAR SAME OPPORTUNITIES
EQUAL OPPORTUNITIES

SELF-EXPRESSION
SAFE SPACES
SAFER SPACE OVERCOME DISCRIMINATION
NEEDED
EQUAL CONDITIONS
ECONOMIC COEXISTENCE
AWARENESS STRUCTURES
AGAINST DISCRIMINATION
ACCESSIBILITY
HAPPINESS
TRAINED PERSONAL
EDUCATION WELL-BEING
EQUALITY COMPREHENSION
EGALITARIAN NIGHTLIFE
NECESSARY
URGENT
PHYSICAL VIOLENCE
SEXUAL VIOLENCE
SAFE ENJOYMENT
REPRESENT FLINTA*
SPACE
LINEUPS

DIVERSE BOOKING
EQUAL PAYMENT
WITHOUT FEAR
GENDER BALANCE
GENDER EQUALITY
GENDER EQUALITY
GENDER EQUALITY



WHAT DOES GENDER DIVERSITY MEAN IN NIGHTLIFE?

WELCOME EVERYONE
DIVERSITY LINEUP INVOLVE STAKEHOLDERS
INTRODUCE DIVERSITY MARGINALIZED GROUPS
INTERSECTIONAL APPROACH
INCLUSION
POWER BALANCE
INCLUSIVE SPACE
INCLUSIVE LINE-UP
RESPECT
REPRESENTATION
PRESENCE
SAFE IDENTITY
BE YOURSELF
AS YOU ARE
NORMALIZE
DIFFERENCES
LOW INCOME TICKET
DIVERSITY IS CRUCIAL

INCLUSION
SAFE EVENT
NECESSARY
EQUALITY
SOCIAL CHANGE
REPRESENTATION
FREE ACCESS
NO BINARISM
INCLUSION
QUEER
REALITY

FREEDOM
INTERSECTIONALLY
MAINSTREAMING DIVERSITY
ACCESSIBILITY
MAINSTREAMING
DIVERSITY
EMBRACING DIFFERENCES
SAFETY
SELF-EXPRESS
INCLUSIVE SPACES
DIFFERENT REPRESENTATION
INTERSECTIONAL APPROACH
SPACE FOR EVERYONE
WITHOUT FEAR
NON-DISCRIMINATION
MAINSTREAMING DIVERSITY

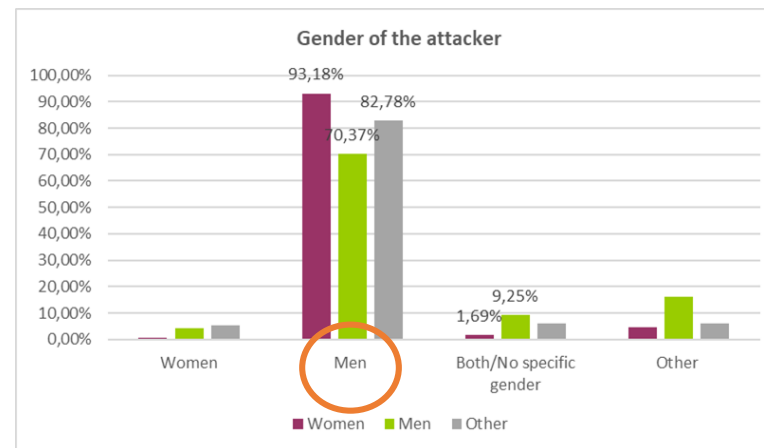
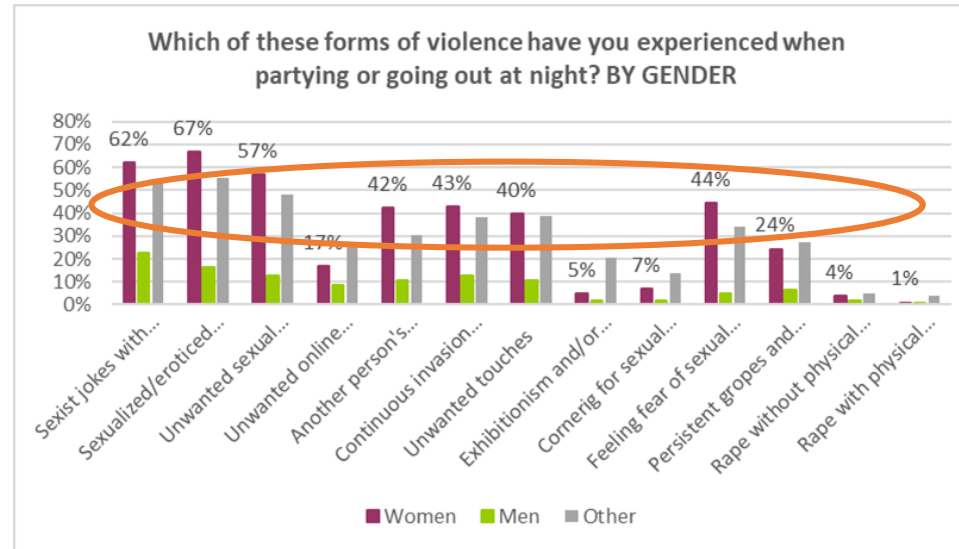
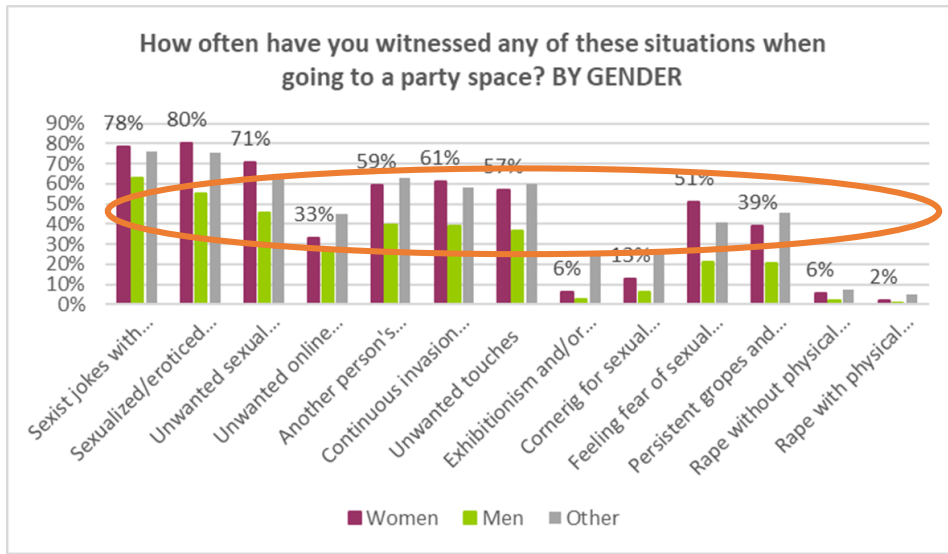


How?

- Multicomponent approach
 - Research – the relevance of gender analysis and gender indicators
 - Awareness - Harm reduction meets prevention of gender-base violence
 - Capacitation of stakeholders
 - Outreach – expand psycare and the concept of safe zone (p.e. Lilac Point)
- Advocacy towards gender mainstreaming and representation in the nighttime economy and music industry (gender pay gap, programming and gender-balanced line-up, contest labour segregation...)

Research

The relevance of gender analysis and gender indicators



SEXISM FREE NIGHT RESEARCH REPORT

(Sexualised Violence in European Nightlife Environments)



Awareness raising & capacitation



2nd NOVEMBER 2021

**TRAINING FOR
NIGHTLIFE
PROFESSIONALS**

7h >FREE OF CHARGE



3rd NOVEMBER 2021

**TRAINING FOR
FESTIVAL
ORGANIZERS**

7h >FREE OF CHARGE



4th NOVEMBER 2021

**TRAINING FOR
HARM REDUCTION
PROFESSIONALS**

7h >FREE OF CHARGE

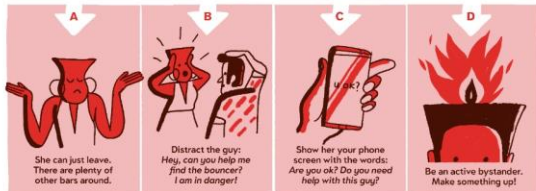
Harm Reduction meets bystander intervention

1) Info

BCR TEST BYSTANDER CHAIN REACTION TEST



WHAT WILL YOU CHOOSE TO DO ?



BCR TEST BYSTANDER CHAIN REACTION TEST



WHAT WILL YOU CHOOSE TO DO ?



sexismfreenight.eu



International Network



CURRENT MAP OF THE NETWORK MEMBERS

Current number of
organisations: 37





SEXISM FREE NIGHT STANDARDS

Gender-responsive criteria to prevent,
detect and respond to sexism and sexualized
violence in Nightlife environments



Sexism Free Night Standards

Gender-responsive criteria to prevent, detect and respond to sexism and sexualized violence in nightlife environments

1. Define gender-responsive house policies
2. Create a protocol to deal with gender-based violence
3. Staff training – capacity building and awareness raising towards a gender-responsive service
4. Communication and code of conduct
5. Define a gender awareness strategy
6. Create a Safe(r) Space
7. Gender mainstreaming and representation on an organizational level
8. Referral
9. Ongoing monitoring and evaluation



FLOWCHART





CATOLICA
FACULDADE DE EDUCAÇÃO
E PSICOLOGIA

PORTO



LILAC CARE GUIDANCE

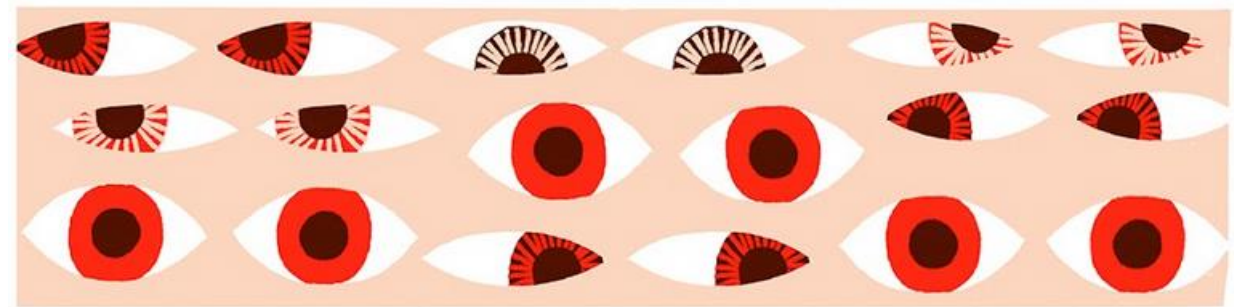
Taking care of people who experience(d)
gender-based violence in large-scale festivals



Moving forward



- Protocols and collaborative networks (venue & city level)
- Expanding the limits of psycare (e.g. Lilac Care)
- Harm reduction meets queercare
- How to deal with sexual terrorism (e.g. the needle spiking alarm)?
- Gender mainstreaming in the nightlife industry





Thank you!

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