

# Safer Spaces Policy – Winnipeg Nuit Blanche (NBW) 2023

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Effective Date:

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## 1. Policy Statement:

Culture Days Manitoba’s mission statement is to make the arts accessible to all Manitobans. It is our hope that our “Safer Spaces” training will further this goal, creating an environment that is inclusive to everyone at NBW. During Nuit Blanche there are no fences, no gates, no physical barriers. Instead our festival takes place on the streets and parks of the core area downtown. As with any urban center, the issue of safety must be addressed, our consultations with the Winnipeg Police Service and Security consultants tell us this is a sound and essential investment. Nuit Blanche Winnipeg will not tolerate any form of discrimination as defined in the [“Terms Definitions”](#) section at the end of this document.

## 2. Objective

Winnipeg Nuit Blanche is committed to cultivating secure and inclusive environments within our venues, gatherings, and events, regardless of gender, sexual orientation, disability, physical appearance, body size, age, race, or religion. We firmly oppose any form of harassment.

This policy extends to all users of NBW spaces, including physical and digital spaces, events, meetings, resources, clubs and associations, venue businesses, board members, advocacy groups, and affiliated entities. Those found in violation of this policy may face sanctions or removal from these spaces, either temporarily or permanently. The relevant group, in consultation with Culture Days Manitoba, holds the discretion to determine appropriate actions.

Supplementary guidelines may exist for specific NBW groups or businesses, which will be made transparent to all users. Individuals must familiarize themselves with and adhere to the guidelines outlined in [Section 5](#) of this policy and any group-specific guidelines.

## 3. Training guidance for training volunteers

Culture Days Manitoba has worked with consultants to create The “Safe Spaces Manual” which will serve staff and volunteers for years to come. This will strengthen NBW’s commitment to an inclusive, safe festival. This training also benefits our sector, many of our volunteers, seasonal staff and artists will take this training to other cultural events throughout the province.

### **Safer Spaces Training:**

NBW’s Artist selection committee is formed with indigenous representation. We have a history of producing indigenous artworks. During training/in the handbook this program will see staff, volunteers, Indigenous and non-Indigenous artists collaborate on a celebration that is diverse and united. We feel this initiative supports the Truth and Reconciliation commission’s 83rd call to action. In addition to reconciliation, this program will assist NBW to create a space that is Inclusive and respectful of people of every race, ethnicity, gender

identity/expression, ability, sexual orientation, nationality, religion, age, physical appearance and body size, language spoken, and immigration or economic status.

### **Who Benefits: Training (NBW Safer Spaces)**

Underrepresented communities. It is our hope that NBW's strengthened safer spaces program will encourage audience members from this community to attend. If we promote our "Code of Conduct" and promote "Safe Spaces Ambassadors" (their location will be on our free map and app) we will be removing barriers and encouraging attendance from under served communities. If an incident occurs our staff will have training to handle complaints with tact, humility and privacy.

## **4. Conduct of stakeholder groups**

Stakeholder groups affiliated with Winnipeg Nuit Blanche play a pivotal role in upholding the values and principles outlined in this Safer Spaces Policy. All stakeholder groups, including artists, volunteers, sponsors, vendors, venue businesses, board members, advocacy groups, and affiliated entities, are expected to conduct themselves in a manner that fosters a secure and inclusive environment at all NBW events, spaces, and activities.

### **Responsibilities of Stakeholder Groups:**

Alignment with Policy: Stakeholder groups are required to align their actions and behaviors with the principles of anti-oppression, inclusivity, and respect outlined in this policy. They should familiarize themselves with the Safer Spaces Policy and ensure that their members, representatives, and participants understand and adhere to its guidelines.

Promotion of Safer Spaces: Stakeholder groups are encouraged to actively promote the concept of safer spaces within their own communities and networks. This includes advocating for the NBW Safer Spaces Policy and demonstrating a commitment to its principles.

Compliance with Group-Specific Guidelines: Some stakeholder groups may have specific guidelines or codes of conduct tailored to their roles within NBW. These guidelines should be transparently communicated to all members and participants, and adherence to them is mandatory.

Reporting and Accountability: Stakeholder groups should be prepared to report any incidents of harassment, oppressive behavior, or violations of this policy promptly. They should also cooperate with NBW representatives in addressing and resolving such incidents, ensuring the safety and well-being of all participants.

Training and Education: Stakeholder groups are encouraged to participate in the Safer Spaces Training provided by Culture Days Manitoba and NBW. This training will help educate members about the policy and equip them with the necessary tools to create and maintain safer spaces.

Support for Marginalized Individuals: Stakeholder groups should actively support and prioritize the well-being of marginalized individuals within their ranks. They should take steps to ensure that their actions and decisions do not perpetuate discrimination or harm against any group or individual.

#### **NBW's Commitment to Stakeholder Groups:**

NBW is committed to providing support and resources to stakeholder groups to help them fulfill their responsibilities under this policy. This includes access to Safer Spaces Training, guidance on creating inclusive environments, and assistance in addressing and resolving incidents that may arise within their respective groups; ultimately to support implementation of this policy.

#### **Accountability and Consequences:**

Failure of stakeholder groups to uphold the principles and responsibilities outlined in this policy may result in sanctions or actions taken by NBW, in consultation with Culture Days Manitoba, to maintain a welcoming and secure environment at NBW events and spaces. The appropriate actions will be determined on a case-by-case basis, with a focus on restorative measures and education where possible.

## 5. Expectations of Winnipeg Nuit Blanche Participants and Space Users

As patrons accessing Winnipeg Nuit Blanche resources, we are collectively accountable to establish secure spaces and foster an inviting atmosphere. Upholding NBW's anti-oppression policies and any group-specific policies is a shared responsibility.

To meet this responsibility, users must observe the following guidelines when engaging with Winnipeg Nuit Blanche spaces:

### **Guidelines for NBW Attendees:**

1. **Prioritize Consent:** Make consent a priority. Always seek consent before engaging in physical contact or discussing sensitive subjects. Respect the unique boundaries of each individual.
2. **Acknowledge Privileges:** Reflect on how your words and actions impact others, recognizing their potential to exclude or harm. Seek guidance from advocacy group coordinators if needed.
3. **Promote Inclusivity:** Embrace conversations about harmful behavior initiated by others. Focus on comprehending the impact of your actions and fostering growth.
4. **Embrace Lifelong Learning:** Embrace continual learning and seek help when needed. Take personal responsibility for your education.
5. **Build Community Accountability:** Support one another after harm occurs. Strive for collective healing, growth, and progress. Seek guidance from attendees, staff, or NBW coordinators.
6. **Share Personal Insights:** Speak from your personal perspective, refraining from assumptions or speaking on behalf of others.
7. **Avoid Assumptions:** Refrain from making assumptions about others' identities and experiences.
8. **Ensure Equal Participation:** Be mindful of your speaking time and encourage others to contribute actively.

9. **Respect and Acknowledge Shared Spaces:** Respect the physical and event spaces of each group. Also, recognize that NBW takes place where individuals experiencing homelessness are present. Treat unsheltered individuals with kindness, empathy, and respect, acknowledging their right to exist in public spaces.
10. **Express Beliefs Respectfully:** Share your beliefs and opinions constructively, without passing judgment.
11. **Follow Community Guidelines:** Adhere to group-specific guidelines and anti-oppression policies.
12. **Reject Oppressive Behavior:** Reject oppressive language, clothing, and behavior. Uphold the values of respect and inclusivity that this Safer Spaces Policy embodies.

## 6. Reporting Harassment, Oppressive, and Harmful Behavior

Individuals are encouraged to reach out to present security, Safe Spaces Ambassadors, or NBW representatives if they feel unsafe or observe unsafe behavior. A designated staff person or NBW representative may address reports on a case-by-case basis.

Resolution actions can encompass discussions, education, attire changes, contacting external organizations for mediation, or temporary removal from spaces. NBW prioritizes marginalized individuals' safety over privileged people's comfort. Instances of reverse-isms, tone issues, or reasonable boundary-setting will not be acted upon.

Reporting options include contacting the relevant group through official channels, connecting with a NBW representative, submitting an anonymous letter, or filing a complaint with Culture Days Manitoba if necessary.

Members of the public and general NBW personnel are asked to contact [mb@culturedays.ca](mailto:mb@culturedays.ca) outside of direct support at the event.

## 7. How we respond to violations

### Conflict Resolution

Individuals engaging in oppressive or harassing behavior may be asked to cease their actions immediately. Continued inappropriate behavior may result in intervention by staff or a NBW representative to maintain a welcoming environment.

Conflict resolution actions will be undertaken within a reasonable timeline. Confidentiality will be respected during resolution processes.

## **8. Background to the Policy**

This section provides context on the concept of safer spaces and their value in fostering inclusivity.

## **9. Questions, Concerns, Feedback**

Individuals may contact a NBW representative or Culture Says Manitoba for concerns related to businesses, advocacy, or affiliated groups, or the Culture Days Manitoba Organization.

## **10. Definitions**

Definitions for harassment, microaggressions, oppression, and anti-oppression, as well as specific terms and entities, are outlined in this section.

### **Harassment:**

Refers to any form of conduct that is known or reasonably expected to cause offense, humiliation, or distress to another person. This conduct can encompass a wide range of actions, including verbal, physical, or psychological behaviors that create an unwelcome or hostile environment for the targeted individual. Harassment can be based on various factors such as race, gender, sexual orientation, disability, age, religion, and other protected characteristics. It can involve persistent unwanted attention, deliberate infringement of personal space, or the use of offensive language or behavior to demean or intimidate another person. Harassment can occur in various settings, including workplaces, public spaces, social events, and online platforms.

## Terms definitions:

- Racism - Discrimination based on someone's race or ethnicity.
- Colonial Racism - Prejudice and discrimination specifically against indigenous peoples, rooted in historical colonization and exploitation.
- Sexism - Treating people unfairly because of their sex.
- Classism - Prejudice against people from a different social class or economic background.
- Ableism - Discrimination against individuals with disabilities or perceived disabilities.
- Homophobia - Prejudice towards gay, lesbian, and bisexual individuals.
- Transphobia - Discrimination against transgender and gender non-conforming individuals.
- Fatphobia - Discrimination against individuals based on their weight or body size.
- Homelessness Bias - Prejudice against individuals who are homeless or lack stable housing.
- Addiction Stigma - Unfair treatment of individuals struggling with addictions or substance use disorders.
- Ageism - Discrimination based on a person's age, usually targeting elderly or younger individuals.
- Xenophobia - Prejudice against individuals from different countries or cultures.
- Religious Discrimination - Treating individuals unfairly based on their religious beliefs or affiliations.
- Lookism - Discrimination based on a person's physical appearance or attractiveness.
- All other forms of discrimination
- Microaggressions - Microaggressions are subtle, often unintentional, and frequently brief verbal or non-verbal actions or behaviors that convey discriminatory or derogatory messages towards individuals or groups based on their race, gender, ethnicity, sexual orientation, disability, or other characteristics. These actions can be everyday occurrences and may be delivered casually, making it challenging for the recipient to address or confront them directly. Microaggressions can reinforce stereotypes, marginalize individuals, and create a hostile or unwelcoming environment. It's essential to recognize and address microaggressions to promote inclusivity and prevent harm in various social and professional settings.
- Oppression - Refers to the systemic and unjust exercise of power, control, or authority by one group or individual over another, often resulting in the unfair and harsh treatment, subjugation, or limiting of the rights and opportunities of the oppressed group. It can manifest in various forms, including social, political, economic, and cultural oppression.



- Anti-oppression – Anti-oppression is a framework and set of practices aimed at actively opposing and challenging oppression in all its forms. It encompasses a range of strategies, actions, and attitudes designed to promote social justice, equality, and the dismantling of oppressive systems and structures.

## Entities definitions:

- Winnipeg Nuit Blanche (NBW): The main organization or event for which this Safer Spaces Policy is created.
- Culture Days Manitoba: The organization that supports Winnipeg Nuit Blanche. The organization that individuals can contact for concerns related to businesses, advocacy, or affiliated groups.
- Winnipeg Police Service: Consulted for advice on safety during Nuit Blanche.
- Security consultants: Consulted for advice on safety during Nuit Blanche.
- Safe Spaces Ambassadors: Individuals or personnel designated to handle reports of harassment and ensure a safer environment during the event.
- Indigenous and non-Indigenous artists: Collaborators involved in the festival's artistic selection committee.
- Advocacy group coordinators: Individuals or groups responsible for coordinating advocacy efforts and guiding attendees on inclusive behavior.
- Individuals experiencing homelessness: Mentioned as part of the public spaces where the event takes place, emphasizing the need to treat them with kindness and respect.
- NBW coordinators: Those responsible for organizing and overseeing Winnipeg Nuit Blanche.

