

wpZimmer Code of Conduct 2024

At wpZimmer you enter a space where your path will cross those of others: other artists, visitors and of course the wpZimmer team. It is our aim to create a space where everyone can feel at home, at ease and comfortable in their own being. As a team, we're always open to your questions, feedback and whenever you're in need of a conversation, whether artistically or relating to a more personal matter.

- 1) We have a zero tolerance for racism, sexism, queer antagonism, ableism, ageism and other kinds of oppression. We aim to deconstruct any prejudice or discrimination from an intersectional standpoint. Both our team and residents/creatives will be held responsible for upholding this commitment.
- 2) We ask to not assume how a person experiences their identity. Make an effort to check in and ask for pronouns, specific needs and preferred language. Respect the lived experience of other people. Do not question the experience of others. wpZimmer does not condone demeaning, discriminatory and intimidating language or behavior.
- 3) We have a zero tolerance for any form of abuse, physical or psychological.
- 4) At wpZimmer consent is absolute priority. We expect all guests to respect each other and ask for consent in any circumstance.
- 5) We cultivate an environment where mutual respect and reciprocity regardless of background, identity, or artistic discipline is prioritized.
- 6) wpZimmer embraces a collaborative approach, actively working alongside her collaborators rather than for them;
- 7) We value fruitful conversation and feedback. It takes time out of your day but we believe it's essential for good

cooperation. Objections are welcome with a positive connotation and constructive approach.

- 8) wpZimmer is a house wherein activities happen on a daily basis, so for this ecosystem to withstand we ask all guests to be respectful of the time and space of other residents and infrastructure.
- 9) At wpZimmer you are expected to be accountable for your own behaviour, if you've crossed someone's boundaries, be open to adjust and reconsider your actions. It is recommended to not get defensive but rather create a brave safe space for dialogue and apologies.
- 10) wpZimmer is a multi-lingual environment. Even if we make use of English as a lingua franca, we all bring different languages and vocabularies so we understand that everyone experiences very different levels of comfort while speaking and writing. Native English speakers must understand that their own ease in expressing themselves (particularly in terms of specialized vocabulary and speed) might provoke unease for non-native speakers.
- 11) The building is made out of works of a lot of people and their energies. Therefore we expect our guests to be considerate of the infrastructure. Be mindful of the non-human organisms such as the garden, the tree and our plants.

Knowing that taking all of the above into account is sometimes easier said than done. When anyone breaks these guidelines, we work to not take it personally. We all have been conditioned into systems of oppression and we are unlearning; this makes us uncomfortable and we try not to expect neat, tidy solutions.

If you're in need of help, feel free to reach out the team or to our person of trust, Aline Bauwens.