

STORM Code of Conduct: Inclusivity and Non-Discrimination

The STORM Consortium is committed to fostering an inclusive, diverse, and non-discriminatory environment across all work packages (WPs). This Code of Conduct serves as a guideline to ensure that equity, gender balance, and accessibility are prioritised in every aspect of the project. It aligns with the principles set by the European Institute for Gender Equality (EIGE) and adheres to the motto of Al.Di.Qua Artists: “Nothing about us without us.”

Guidelines for Each Work Package (WP)

WP1: Project Management and coordination

- Decision-making structures will ensure balanced representation, with at least one woman in a leadership role per partner organization.
- Meetings will follow a model of inclusive participation, allowing all voices to be heard equally, avoiding hierarchical dominance.
- Care and well-being principles will be embedded in project management, promoting work-life balance and psychological safety.
- Anti-harassment and anti-discrimination policies will be explicitly outlined and reinforced through all the meetings for all consortium members.

WP2: Communication and Dissemination

- Language used in all official communication will be inclusive, avoiding sexist, gender-biased, or discriminatory expressions.
- Visual materials (posters, brochures, digital content) will represent diverse identities, including gender, ethnicity, and disability.
- Communication strategies will actively involve underrepresented voices in storytelling and promotional content.
- Social media and public engagement will be monitored to ensure respectful and inclusive interactions.

WP3: Capacity Building Process - Culture and Mental Health

- The in-person training in Bonn (Task 3.1) will ensure that experts on mental health, gender equality, and youth issues provide intersectional perspectives on inclusivity.
- All training sessions (Task 3.2) will include guidelines on non-discriminatory approaches to working with young people and strategies to create psychologically safe environments.
- Training materials will incorporate real case studies of gender and mental health issues in the cultural sector to ensure practical application.
- Experts conducting training will be diverse in gender, background, and lived experiences to model inclusivity.

WP4: Workshops - Active Involvement in Shakespearean Theatre of Young People

- Workshops in Romania, Italy, and Germany will ensure equal access to young participants from different socio-economic backgrounds, including those with disabilities and minority identities.
- Recruitment calls for workshop participants will use inclusive and welcoming language, ensuring that all young people feel encouraged to apply.
- Facilitators will be able to recognize and address discrimination, ensuring safe spaces for all participants.
- Activities will avoid reinforcing harmful stereotypes related to gender, race, disability, or socio-economic background, promoting positive and diverse representations in theatre.
- If needed, accessibility measures will include adapted materials, physical access considerations, and digital accommodations (e.g., subtitles or sign language interpretation when needed).

WP5: Production and Circulation within the Consortium

- Theatre production roles will be balanced: the director Frank Heuel will be male, the dramaturg Marta Dalla Via female, and the cast will include at least one male and one female performer to ensure gender representation.
- Disability representation will follow the principle: disabled characters will only be portrayed by disabled actors, in alignment with AI.Di.Qua Artists' advocacy.
- The rehearsals in the Veneto Region (Task 5.1) will actively engage local communities and associations, including organizations advocating for marginalized groups.
- The touring production (Task 5.2) will prioritize accessibility by selecting venues that accommodate disabled audiences and providing accessible materials for engagement.
- Engagement with festival organizers and stakeholders will include discussions on diversity and inclusion in theatre production, ensuring broader dissemination of inclusive practices.

Monitoring and Evaluation

To ensure the effective implementation of this Code of Conduct, the following measures will be in place:

- 1. Regular Reviews:**
 - During the meetings the consortium will assess adherence to inclusivity policies.
 - Partners will report on their efforts to uphold these principles in their respective WPs.
- 2. Feedback Mechanisms:**
 - Anonymous feedback forms will be distributed to participants, staff, and audiences to report any concerns regarding inclusivity.
 - A designated contact person in each WP will be responsible for addressing issues related to discrimination or exclusion.
- 3. Performance Indicators:**
 - Gender balance in leadership and decision-making roles will be tracked.
 - Representation in communication materials and productions will be assessed.
 - Accessibility measures, such as the number of accessible venues and materials provided, will be monitored.

By adhering to these commitments, the STORM Consortium ensures that inclusivity and non-discrimination are not only principles but actionable, measurable practices embedded in every aspect of the project.

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