

August 2021

**FAIRSPEC**  
**KODEX**

FAIRSPEC Codex  
English version – November 2021

# PREAMBLE

In 2020/21 independent performing artists in German-speaking Switzerland and representatives of institutions and funding bodies have participated in a series of events hosted by the FAIRSPEC initiative, exploring urgent social, artistic and contemporary issues with the goal of developing a joint codex.

This codex enumerates the essential motivations guiding our future work. It covers personal competencies, aspects of communication and collaboration, and the commitment to comply with remuneration guidelines issued by professional associations.

Artistic work is our main focus. Every artistic process is also a social process. This entails a high level of responsibility, both regarding artistic freedom and respectful coexistence.

In this codex, we, the signatories, have agreed and committed to guidelines which reflect our values and apply equally to all those involved. We hope that this codex will be taken up in as many working constellations as possible, both within the independent scene and among subsidized institutions, creating a reality marked by respect and justice.

*The codex covers three related areas, specifying essential motivating guidelines of our work which we identified in the summer of 2021.*

# EMPATHY

Empathy is the prerequisite for all personal competencies and actions. Conscious listening expresses respect and is key to collaboration and shared «flow». Solidarity and the willingness to help are further marks of a successful process.

# SELF-REFLECTION

We are aware that this codex cannot change or improve all existing structures. Therefore, we continuously develop our consciousness of our own positions of power and existing dependencies. We reflect and use power in such a way that we support others instead of damaging them. We regularly examine our institution or group for exclusionary structures, improving accessibility by working with those persons affected.

# RESPONSIBILITY

We take responsibility for our actions. Mindfulness, sensitivity and responsibility are co-dependent. We are conscious of the rights and obligations inherent in our tasks. We register imbalances and address them. We recognize privilege and know that inclusion can only follow when we are willing to give up privilege.

## 2. COMMUNICATION

# TRANSPARENCY

Information must be provided to all those involved equally and without incrementation, in order to allow everyone to join the thought process and exercise control. We address taboos and accept that conflicts cannot always be resolved. Transparency also means having the courage to address a conflict early on, in the interest of protecting those less privileged.

# EYE LEVEL

Our communication is non-violent, mindful and barrier-free. For us, listening is an active part of dialogue. We cultivate genuine interest in the ways other people live and work, and meet at eye-level as equal partners in dignity.

# CONSTRUCTIVENESS

We assume a willingness to open up, to accept vulnerability and to act in a consistently constructive manner when conflicts arise. This is supported by a culture of trust. Only in a working atmosphere that is free of fear can we access the full potential of all those involved.

# COMMUNICATION CULTURE

We establish formats enabling regular exchange and coordination of working methods. We give room to the resolution of crisis situations, but also find opportunities to point out and celebrate positives. We give everyone the space to be heard and perceived, and we work to improve our communicative skills.

### 3. COOPERATION

# COMMITMENT

We agree to work together and accept collaboration as our chosen method. We discuss expectations and examine them regularly. We are committed to our audiences. We actively work *on* and *in* structures and follow our thought and speech with action.

# DIVERSITY

We consciously assemble our teams, actively fostering social and cultural diversity in the performing arts. We reflect upon privileges and equal opportunity, including when considering who takes on which role in our working constellations.

# ESTEEM

We practice and demonstrate esteem for all working areas. We adhere to remuneration guidelines of the professional associations in question and we promote these guidelines. This also includes adherence to the rules on social fees and taxes. We recognize different expertise and life experience: every person is an expert on their individual perspective, their competency and their experience. We assign responsibilities based on competencies.

# RESILIENCE

We ensure that the workload corresponds to our job description and the factual resources, and that regeneration is possible. Our planning and implementation consistently includes breaks. Lower resilience is noted and respected. It is not a criterion for exclusion.

# SUSTAINABILITY

We treat our physical, material and psychological resources mindfully and sustainably. This also includes transferring proven structures and working methods into other work contexts whenever possible. Artistic work also means that not every process has a result.

# CLOSING STATEMENTS

We, the signatories, apply this codex to our daily work. The values specified herein apply to everyone: to those working on and alongside the stage and to those working in production, education and funding.

We publicly commit to this codex and question our actions and working methods regularly. We are willing to continuously keep working on ourselves and our work structures.

The codex is a living tool for us. Therefore we commit to regularly examining, adapting and potentially expanding it. The next revision will be undertaken in the autumn of 2022.

*Zurich, August 2021*