

ARTEMIS in-presence *safe space*

The term **safe space** generally means an accessible place or environment in which a person or group of people can feel confident that they will not be exposed to discrimination, criticism, harassment or any other risk of emotional (or physical) harm, and is ultimately intended to be free of bias, conflict, criticism or potentially threatening actions. From 2023 onwards, in-presence participants at AEC events are welcome to join the ARTEMIS *safe space*, shaped as a discussion group, in which they will be encouraged to give feedback about the event itself, with particular attention to diversity, inclusion, gender equality and non-discrimination matters. The session will be facilitated by one or more members of the [ARTEMIS Gender Equality and Non-discrimination Mainstreaming Task Force \(TF3\)](#):

- Steven Faber, ArtEZ University of the Arts (Zwolle, The Netherlands)
- Ankna Arockiam, Royal Conservatoire of Scotland (Glasgow, UK)
- Alfonso Guerra, AEC Membership and Finance Coordinator (Brussels, Belgium)
- Ashkhen Fixova, AEC Project and Office Coordinator (Brussels, Belgium)

Moreover, in the frame of the [AEC - Empowering Artists as Makers in Society](#) project (ARTEMIS, 2022-2025), co-funded by the Creative Europe programme of the European Commission, the TF3 is working on a 'Code of Conduct' for both in-presence and online participants, as well as for the people actively involved in the organisation of AEC events. The Code of Conduct will take the form of a 'live document' - it will be regularly complemented by collecting insights and proposed premises by AEC member institutions wishing to contribute.

In this regard, the *safe space* will also enable participants to comment on the Code of Conduct, share their feedback and point out any behaviour described as not compliant with the document at any of the AEC events. Online participants and speakers joining remotely are invited to send their contributions, comments or concerns to the AEC Office at moderator@aec-music.eu. Lastly, gender equality and non-discrimination practices and personal experiences will also have a room for open discussion in the *safe space* facilitated by the members of the TF3.