

**DISCRIMINATION**

**SENSITIVE**

**COLLABORATION**

**We thank all people  
who contributed  
with their valuable feedback  
to this handout.**

**We especially thank  
the groups and individuals of the  
Global South tent  
who inspired us for this handout.**

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# 1 Background of the handout

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For global justice, we need intersectional collaborations, networking and diversity. This does not happen on their own. We need to consciously develop (new) concepts to facilitate this process. The authors of this text are *white*, able bodied and have a German passport. They grew up with academic education and therefore have easy access to (paid) education. Thus, this handout is primarily for *white* privileged individuals.

In our view, for a more just world, *white* privileged people should educate themselves more. They should reflect on their privileges and critically question their positioning. We invite you to read this handout and discuss the points we are making. In the long run we will all benefit from it!

## Notes

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In this handout, we describe what working with "external groups" might look like. With external groups we understand groups or individuals from different movements. They can be affected by marginalization or different forms of systematical oppression. We are aware that the term is not ideal (risk of "othering" [1]). We also use the term "actions" to encompass any kind of events, rally or demos.

We are aware that this handout is incomplete. Feel free to send your feedback to [https://t.me/join\\_the\\_rebellion](https://t.me/join_the_rebellion).

# You've come to the right place if you want to

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- Collaborate on issues of concern for external groups.
- Focus not solely on your action.
- Unlearn socially ingrained discriminatory behavior. Discrimination refers to unequal treatment, disadvantaging or harassment.
- Develop an awareness of discriminatory situations. Awareness means being considerate, responsible and in solidarity with each other.
- Continually reflect on situations and learn from your mistakes.
- Confront yourself with white supremacy [2]. That means to become aware of your white privileges and act accordingly

In this handout you will find inspirations for ongoing work. There are information on awareness principles and roles. At the end you will find stories about good and bad practice. In the appendix you find information about awareness: possible situations and suggestions for behavior.

# 2 Permanent work and info material

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Some educational work needs to be ongoing. For dealing with *white* supremacy, we recommend the text “white supremacy culture” [3]. Read this text alone or in a group. What behaviors sound familiar and how can you change them? More info materials on topics like racism, sexism and ableism can be found in the collection of information on dominance and discrimination (in German) [4].

In the long run, “safer space” [5] should be created so that external groups feel comfortable collaborating. In your preparation, you should consider what safer spaces are exactly and what is needed for them. Develop an awareness of discriminatory situations and try to minimize them. This work should never be left to an individual. Furthermore, it cannot take place without the involvement of those affected by discrimination. As well as appropriate compensation for their contributions.

While planning with your own group, you should always reflect on your own behavior. For example, it is not about *white* people helping BIPoC (Black, Indigenous, People of Color). It is important to take responsibility for your own behavior. Take the time before your collaboration to better understand how racism, sexism and ableism might show up.

Strong personal relationships with the people you collaborate with are very valuable. They do not only facilitate cooperation on an equal footing but also enrich you personally. Try to build mutual trust through shared activities outside of work.



**educational work**



**relationships**



**reflection**



**safer spaces**

# 3 Collaboration with external groups

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We have already learned: global justice needs intersectional collaboration, networking and diversity. This doesn't happen automatically. We need to consciously think of (new) ways to do it.

Collaboration with external groups can occur in very different ways, e.g.:

1. You start planning an action and want to involve external groups. You are looking for ways to network and may already have a contact.
2. You have already planned an action and would like to bring in voices of external groups, but you have no contact yet.

Option 1 is better because you give space to external groups from the beginning, and you plan an action together. If you already know an external group, approach them and ask what kind of collaboration they would be interested in.

With option 2, it is important that you act in agreement with the external group. Take enough time for your collaboration.

# Before actions

## Approach external groups and plan together

- Find an appropriate external group based on the focus of your group.
  - The groups you work with will not always share the same values as you.
  - You don't have to completely agree with everything the external group says, e.g., about police, social media, violence, etc.
- Inform yourselves about topics that are currently relevant to external groups. Often, they are part of climate justice work, such as: forced migration, refugee policies, exploitation of other countries, environmental degradation, working conditions, FLINTA\*s rights. FLINTA\* is an abbreviation for females / woman, lesbian, intersex, non-binary, trans and agender.
- Visit external events (demos, lectures, camps, talks) and build personal contacts.
- Ask the external group what they would like to and can contribute.
- Do not expect them to approach you.

It is best to work out an idea and action together with the external group. Have the courage to approach people without a fixed idea. Involve the external group in thinking about the action design and program.

You and the external group are not equal in terms of privileges. When working together, the external group should therefore set the tone and tell their own stories. Consciously hold yourself back.

Establish contacts with trainers in case someone wants to know more about a topic, e.g., actions or interviews. Education should not be tied to the groups you work with.

Make sure that there are mutual contact persons for each role. You can find out more about roles in chapter 6.



# Things to consider before collaboration

- Think of the collaboration as a group process: learn together about issues of dominance and oppression, and further educate yourselves.
- Attend a training (e.g., anti-racism, awareness, anti-ableism) before the first contact.
- Reflect with your group after the training.
- Pay for the educational work of external trainers.
- Advertise trainings and affirm their importance.
- Integrate trainings (e.g., critical *whiteness*) as central topics in your ongoing education.
- Develop a concept on how to deal with discriminatory behavior.
  - **Example 1:** Awareness concept, Ende Gelände [6] (more in chapter 4).
  - **Example 2:** Dealing with sexualized violence [7].
  - **Example 3:** Suggestions for behavior in awareness situations can be found in the appendix.
- Discuss if you plan to do (punishable) actions that could endanger people through police repression (fire work, chants, drugs, ...).

Create reflection spaces during planning to reflect on your own behavior (e.g., *white* supremacy, dealing with accusations of discrimination). Develop common rules of conduct based on shared values and share them with your groups. Think about how you can accept and implement criticism.

- Allow time to process feedback.
- Do not fall into the role of justification. Admit own mistakes.
- Accept criticism and advice, e.g., on how you work, how you prepare, or what you focus on.
- If you are collecting donations, agree in advance who will receive how much.

## During actions

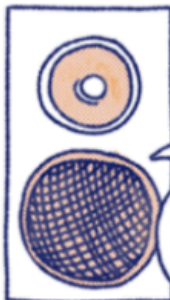
### Focus on the theme of the action

- Utilize previously made joint agreements on narrative, symbols, social media work, fundraising, etc.
- Understand that the external group speaks for itself.
- Give the external group sufficient space, e.g.,
  - Speeches, interviews, space on panels, presenting and promoting projects.
  - Alternative: play speeches, show videos, display quotes on posters, and / or collect donations.
  - Display posters, slogans and symbols of the external group with their permission.
- Involve the external group in press and social media:
  - Share your platform with the external group, e.g., social media takeover, co-hosting's, reels, live stream, press release, interviews.
  - Inform press and media representatives about the action and explain the background to them.
  - Share advertisements, current posts, projects.

- Check that sharing external content does not violate the values of your groups.
- Do not instrumentalize a person by presenting them only as a representative (tokenism [8]).
- Do not tell anyone which topics are important.
- Do not express how much you already know or how "aware" you already are.
- Value diversity.
- Accept a different tone or choice of words.
- Don't change statements of the external group so that they fit your sensibilities – this would be intrusive.
- Listen.



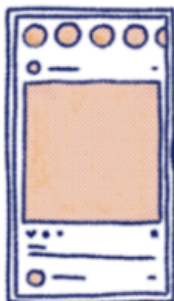
**donations**



**statements**



**speeches**



**social media  
takeover**



**discussions**



**quotes**

# After actions

- Do a joint check-out right after the action.
  - Do people still need support?
  - Were there incidents you haven't heard about that still need to be dealt with?
- Clarify finances and legal issues: find enough responsible people for payment and repression support.
- Depending on the extent of the collaboration, engage in a joint reflection process, such as using a pad, online, offline, private message, or survey.
- Actively reach out to external groups: give them the opportunity to express their feedback.
- Don't get defensive or downplay things. Discuss the feedback in your group and start (long-term) processes, e.g., working through existing incidents.
- Reflect on your observations. Form learning groups on any issues of awareness and dominance that arise e.g., with lectures or trainings.
- Record what you have learned for future actions.
- Ask yourselves and the external group how to continue working together.
  - What future actions could you work on together?
  - Community building: offer private get-togethers without an agenda to get to know each other better.

# Awareness concepts 4

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## Prepare an awareness concept

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- Prepare the awareness concept with a diverse group of people, so that you are prepared for difficult situations.
  - Consider wishes of the external group or work out the concept together.
  - Ask for positive and negative examples, e.g., whether people feel comfortable being filmed or photographed.
- Ask about criteria for aborting an action and determine them together.
  - Work out emergency strategies and go over them together.
- Develop awareness rules of conduct for the action.
  - Communicate your rules in advance of the action and make it clear that anyone who doesn't follow them will have to leave (prevents discussions later).
  - Make sure everyone understands the awareness rules.

- Ensure that support roles and social media people act in accordance with these rules.
- Suggestions for behavior in awareness situations can be found in the appendix.
- Prepare support structures and roles. Further preparation recommended.
  - See chapter 6 for more information.
  - Get to know rules and structures of external groups and support them.
  - Seek external help in establishing or training specific roles.
- Establish communication structures during the action.
- Assign buddies and contact persons for important roles.
  - External people in special positions should have buddies, e.g., if they give speeches, interviews or workshops, play music, or do outreach.
  - Do a joint check-in and check-out.



# Important points for awareness work

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With awareness work, we learn together to respect everyone's boundaries and to confront discrimination and violence.

## **Be humble, (sensitive) and openminded.**

- Recognize, that other people may have very different perception of situations which are true as well.
- Do not distract e.g., with own experiences, justifications or the wish to look away.
- Be openminded towards people in front of you.
- Value the experience and learn from the situation.

## **Do not push affected people to justify their reaction or behavior.**

- There are many experiences of affected people, that e.g., *white* people cannot relate to.
- Develop an awareness that there are valid reasons for every reaction.
- Do not relativize, you may use the same choice of words.
- The power of definition lies with those affected. They define for themselves what has happened.

## **Be partisan and believe the people affected.**

- Make sure there is always someone with affected people prior to those with violent behavior.
- Ask them how they feel, if they are comfortable speaking about it.
- Ask how they would like the situation to be handled.
- Ask what sort of support they would like – if they would like support.
- Don't ask people about details from experiences, but instead ask questions like "What happened roughly?" or "How are you feeling about it now?".
- Listen and see what people want.

## **Create distance.**

- Make sure that there is fast visible distance between the affected and discriminating person. Ask the discriminating person e.g., "Could you come over here with me please?"
- Give affected persons the opportunity to withdraw.
- Put yourself physically between the discriminating and the affected person, to create a view barrier. Thus, the affected person doesn't have to see them.
- They do not have to be involved in explanatory discussions

In the appendix, you find awareness situations that can occur and suggestions how to deal about it.

# Learning from past 5

## What didn't go so well?

**Fall Rebellion 2022:** Racist incident during BIPoC band performance at an unannounced action, first contact with band through local music group. Action orga overloaded, did not take enough time for good preparation and awareness concept. Orga did not ask in advance what the band needs. There were not enough trained police contacts and awareness people present with the band at the action. Racist and unwanted police check, administrative offence allegations for band members, band member in police kettle.

- **Better:** Reflect on own (*white*) view and think through band's view. Meet in person with band in advance and talk through process and scenarios. Inform the band about risks on site. Introduce an awareness concept from the beginning. Consult with awareness team. Integrate awareness persons within the planning group from the beginning.

**Spring Rebellion 2023:** Gaps in awareness concept for BIPoC people at camp and demos. Right-wing YouTubers filmed BIPoC in tents. *white* camp participants handled awareness incidents poorly: they did not support the affected person properly; some did not see and act about the case as an awareness case. Cancellation of a speech of a BIPoC at demo by a *white* moderation. BIPoC racially accosted when leaving camp after lecture. Press working group did not include Global South tent at all. Journalists had hardly any contact with BIPoC speakers at the camp.

- **Better:** Awareness buddy as contact person and emotional support for BIPOC when engaging with the press. Strengthen group awareness. Share awareness concept and require everyone to read it. Research and distribute list of right-wing YouTubers / press. Clear processes in advance regarding what it means to invite BIPOC and. Go through possible situations with (BIPOC) awareness team. As a *white* press team, prepare together with BIPOC spokespersons. Develop strategies for press to print more diverse perspectives.

**Demo on human rights violations in Egypt:** An Arabic pop song that did not fit the theme played by *white* person. As a result, the music orga was asked by an Egyptian activist to change the song.

**Better:** Agree on songs together in advance. In the case of spontaneous music, leave the playlist to BIPOC people or those affected.

**Stop Deportation Camp 2023:** Primarily *white* group organized camp for people fleeing persecution. Inadequate security concepts. Wishes of affected people were not heard. Monotonous cuisine with Western / European food, which did not suit to the place. Target group partly missed. The initial idea of the camp was partially lost, because of the stress of planning. Lack of awareness and missing regenerative work. Safety of those affected was given too little consideration. Uncomfortable and very intense experiences for affected people.

- **Better:** Continually reflect on own (*white*) view. Reflection meetings on *white* supremacy especially before the camp begins. Diverse planning structures and early involvement of the target group, experts and affected people. Involvement of BIPOC awareness team from the beginning and ask for feedback. Strengthen group awareness through a beforehand prepared reflection document. This document helps to remember the self-image of the group and to dismantle hierarchical structures.

**Program planning Autumn Rebellion 2022:** Research artists in advance. Do people have white locks [9]? What political attitudes do they have (e.g., classism, racism, antisemitism, ...)?

## What went well?

**Spring Rebellion 2023 - I:** Approached groups three to six months in advance. Contacts from personal meetings, events and actions, e.g., to Anticolonial Alliance, Debt4 Climate, Ende Gelände, Voces de Guatemala and others. Reached out to groups via email, privately, and via Instagram and asked to meet in person. Met individuals from the groups or attended their events. Discussed if Spring Rebellion fits with external group events. Made suggestions about what we can offer. Stayed in touch and attended events / plena. Formed joint Signal group with various interested people. Exchange call for joint input at camp, *white* orga held themselves back to give space to external groups. Camp benefited from experience of well-connected Black networking persons. Great engagement by individuals.

- **What came out of it:** Global South tent, workshops, panel discussions, film screening, speeches at demos, valuable personal conversations, individual projects, more exchange between refugee and climate groups, PG climate justice, ...

**Spring Rebellion 2023 - 2:** Right-wing Youtuber twice walked into Global South tent.

- **Good behaviors:** Standing up when irritated. Let Youtuber engage in conversation with other *white* people. Create distance to affected people: create visual barrier to affected people through own body. Distract Youtuber by addressing them and change direction of impact. Ask Youtuber to leave. Get help from other *white* activists. As an option have in mind: call in the assembly leadership or, in the worst case, bring the police. Not (alone) expose affected to the police. This often makes the situation worse through structurally discriminatory police.

**Global Coastline Rebellion 2022:** Networking request from marginalized groups with call to action to XR. Networking meeting for a joint demo with collectives that were mainly related to Abya Yala / Latin America. Help with demo organization with resources and people. Mobilization through XR channels. Participated in other networking meetings after the demo. Established personal contacts with many collectives. Requests to personal contacts for speeches, demos or workshops. Appearing at their events.

# Roles for working with external groups

# 6

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People in these roles should prepare and sensitize themselves especially before the action, so that there is good cooperation.

## **Police contact, de-escalation, awareness**

**Particularly important for:** Participation of BIPoC or other marginalized groups in actions.

**Particularly to note:** Raise awareness of racist police violence and racism in general. Deal with possible situations beforehand and discuss past racist incidents. Work out a strategy in advance in collaboration with outside groups to address needs.

## **Social Media**

**Particularly important for:** Involvement of external groups.

**Particularly to note:** Wording of posts: Do not speak for marginalized groups. Do provide the space for external groups. Do not present yourselves as helpers.

## Moderation / Facilitation

**Particularly important for:** Involvement of external groups, external speakers.

**Particularly to note:** Give oppressed groups ample space. Ask if people of the marginalized group want to moderate. If you moderate: Moderate sensitively and intervene in case of hurtful behavior. Do not instrumentalize any person (tokenism). Know the first and last name of the speakers and how they are pronounced. Ask them how they want to be introduced.

## Küfa (kitchen / food for all)

**Particularly important for:** Participation of people with different cultural backgrounds.

**Particularly to note:** Invite diverse groups for cooking to ensure that the food doesn't become monotonous.

## Program planning

**Particularly important for:** Involvement of external groups, participation of external groups in action.

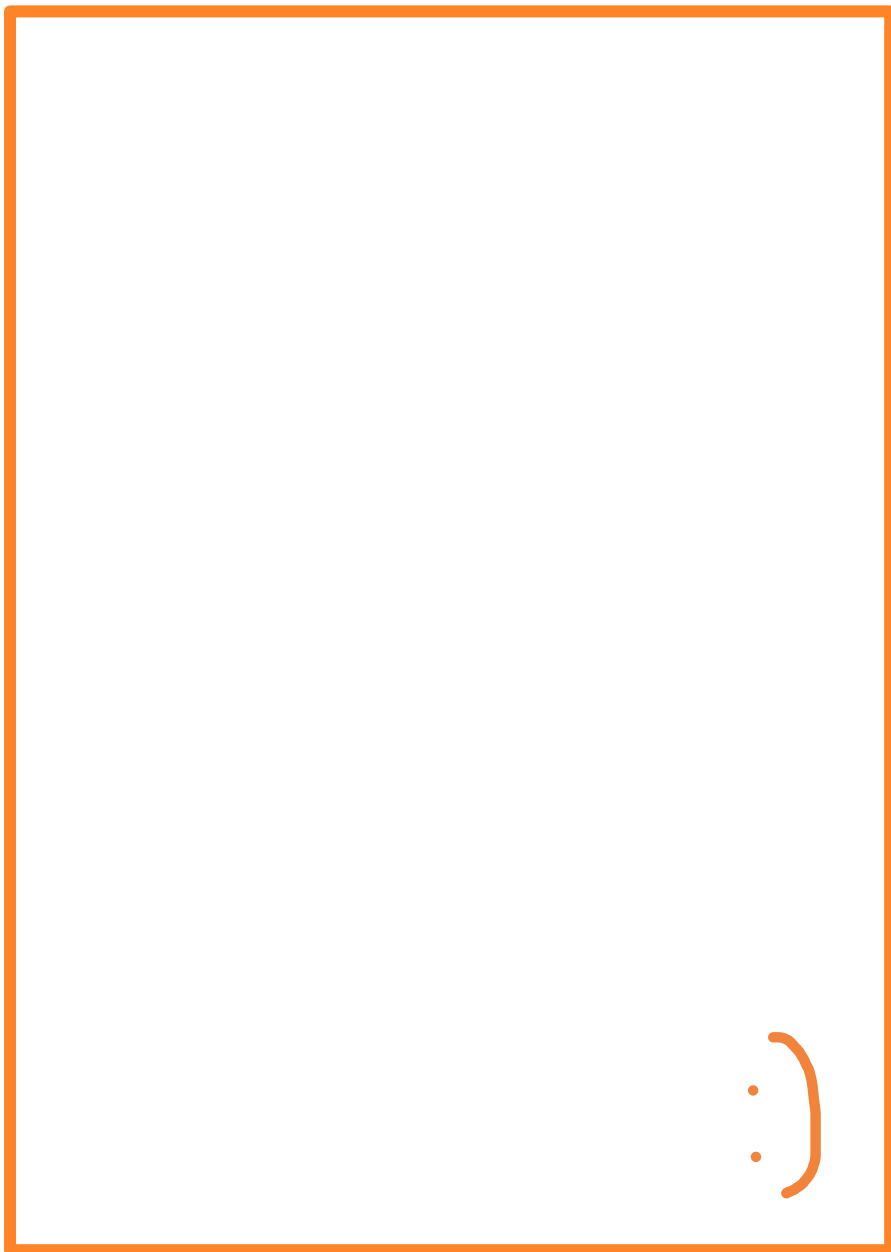
**Particularly to note:** Plan the program together and integrate topics and groups well (workshop, skill-share, discussion, lectures, food, music, ...). Work together with the awareness team.

## Press contact, spokespersons

**Particularly important for:** Involvement of external groups.

**Particularly to note:** Work together on the storytelling. Do not speak for oppressed people. Let external speakers go first.

# Room for ideas



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# Appendix: Awareness

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## Possible situations

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### Dealing with those affected

Situations are evaluated differently by people who frequently experience discrimination.

- Ask questions and provide support.
- Do not expect affected persons to justify themselves.

Act as a lightning rod and create distance between the affected person and the discriminating person.

- For example, stand reassuringly between them.
- Make sure that the person affected can withdraw.

## Dealing with discriminating person

- Distract person, ask to leave the place.
- Involve the police only in emergencies (e.g., in cases of physical violence) and after consultation with the affected person, since the police can also be problematic for many affected people.
- Act in a de-escalating manner and act as a lightning rod yourself or create distance. Ask the discriminating person questions, listen to them, distract them.
- Naming: The Power of Naming brings clarity and shows boundaries. "That's racist what you just said." Or "That's inappropriate and rude."

## What else should be expected?

- Also press representatives often act in a discriminatory manner. Develop awareness for narratives of individual press representatives and media. If necessary, exclude cooperation with certain media representatives, e.g., Springer media.
- Expect right-wing Youtubers or bloggers to join. Identify them as quickly as possible and then expel them from the event. The goal is not to "convert" them or tell them how their behavior works. Immediately enforce the right of assembly, inform others and create distance. If the affected person wants it, put yourselves between the affected and the discriminating person.
- Know that the police are structurally racist and often discriminatory behavior emanates from them. How to deal with it:

- Name discriminatory behavior, protect people and stand up to it or engage in conversation yourself. Consideration: what is important and helpful or what is additionally escalating and dangerous for the person concerned.
- Expect that the first thing to be stopped is the "infrastructure" of an action: Küfa, music, ... – involved people must be prepared for this.
- Important note: The safety of those affected is always most important. More important than educational work or that many people are part of the action. Do not explain or discuss why certain behavior is discriminatory.
- Important note: These situations can be new and uncomfortable even for observers. A rigidity quickly develops before there is any ability to act. Here it takes overcoming and courage to act. Practice helps. Individuals who stand up, for example, already help to change the situation.

## Suggestions for behavior

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You should adapt these suggestions for your action. You can announce them at the beginning of your action.

- We are on the side of the people concerned. They are believed in the assessment of situations.
- We will not accept internal discriminatory behavior, both through language and other factors. Seeing and addressing this is the responsibility of all of us. Please be mindful of this together. Be aware that the change of behavior is slowly.

- Those who have been affected by discrimination should not be engaged to educate other about their behavior. We want to ensure that affected people can withdraw, and other people do the clarification.
- We try to avoid cultural appropriation, so please hide your *white* locks.
- Be sure that conspicuous behavior will endanger marginalized people first. Privileged people are always less endangered as less privileged. BIPoC, queer people and people with disabilities experience the consequences of your actions at first. They are first taken out of the group or checked. For example, BIPoC are often affected by racial profiling (racial police controls).
- If discriminatory behavior is addressed to yourselves: Accept the feedback, do not discuss it and reflect on your behavior afterwards.
- If there is no insight and cooperation on the part of the perpetrators, they should be excluded from the meeting.

# Sources

- [1] Othering: <https://www.verywellmind.com/what-is-othering-5084425>
- [2] *white* Supremacy: <https://vielfalt.uni-koeln.de/en/anti-discrimination/glossary-discrimination-anti-racism/white-supremacy>
- [3] *white* Supremacy Culture: [https://www.whitesupremacyculture.info/uploads/4/3/5/7/43579015/okun\\_-\\_white\\_sup\\_culture\\_2020.pdf](https://www.whitesupremacyculture.info/uploads/4/3/5/7/43579015/okun_-_white_sup_culture_2020.pdf)
- [4] Collection of further material on dominance: <https://extinctionrebellion.de/wer-wir-sind/grundlage/infosammlung-klimagerechtigkeit/>
- [5] Safer spaces: <https://criticaldiversity.udk-berlin.de/en/glossar/safer-space/>
- [6] Awareness concept Ende Gelände: <https://www.ende-gelaende.org/en/awareness-concept-info-system-change-camp-hamburg-2022/>
- [7] Guide to sexualized violence from Ende Gelände: [https://www.ende-gelaende.org/wp-content/uploads/2023/01/Resp\\_guide\\_to\\_sexualised\\_violence\\_withinEG.pdf](https://www.ende-gelaende.org/wp-content/uploads/2023/01/Resp_guide_to_sexualised_violence_withinEG.pdf)
- [8] Tokenism: <https://www.ende-gelaende.org/en/news/antiracist-infomail-2-tokenism/>
- [9] Cultural appropriation and *white* locks: <https://www.ende-gelaende.org/en/cultural-appropriation-camp2023/>

## **Sources from the German version of the handout (if different):**

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- Awareness: <https://a-team.blog/was-ist-awareness/>
- Awareness concept example: <https://www.ende-gelaende.org/awarenesskonzept-2022/>
- FLINTA: <https://queer-lexikon.net/2020/05/30/flint/>
- How to deal with sexualized violence (Video): <https://www.ende-gelaende.org/news/howto-video-umgang-mit-sexualisierter-gewalt-bei-ende-gelaende/>
- Tokenism: <https://www.ende-gelaende.org/news/antirassistische-infomail-2-tokenism/>



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