

paru paru ~ manifestino of kindness

As the residency is quite new, we are still formulating our own internal code of conduct. This does not mean that we don't want to have one, but that we're not sure. So we take inspiration from ppl who already went through all this.

Please consider reading:

The [basic information of PAF](#), especially the four main principles:

❖ Don't leave traces.

Clean behind you in order to leave every square centimeter, that is not your private room, all the time available for everybody when you are not using it. Traces are unwanted or uninvited marks (material or immaterial) left in the space or in others;

❖ Make it possible for others.

Think of this as an opportunity to open up space(s) by showing a rehearsal or a movie, giving a lecture, starting a discussion, cleaning a corridor, or helping somebody;

❖ The do-er decides.

But not alone! Things are decided by the ones who do, more than the ones who talk. However, the opportunity to do is not without limits and action should be taken in consideration with others;

❖ Mind asymmetries.

PAF is made of asymmetries. People come from different places, inhabit different bodies, have different experiences, are situated differently in power structures and have different boundaries. Take this into account, challenge your own position and let it be challenged, while respecting other people's boundaries;

- ❖ Think of those rules as interrelated.

Mouhit's [code of conduct](#) inspired by the following values:

- ❖ Respect and Consideration;
- ❖ Communication and Transparency;
- ❖ Collaboration;
- ❖ Community and Care;
- ❖ Responsibility;
- ❖ Inclusivity and social justice.

The [Feminist \(art\) institution code of conduct](#) developed by [Tranzit](#) unfolding in the following points:

- ❖ A feminist art institution is (self)-critical;
- ❖ The ethics of its own internal operations are as important to a feminist art institution as the programme by which it presents itself to the public;
- ❖ A feminist art institution is based on a feminist understanding of work;
- ❖ A feminist art institution promotes quotas as a temporary solution to gender imbalance and discrimination.

The collective perspectives emerging in the [User's manual](#) from Kunsthall Gent:

- ❖ There is no dirty work;
- ❖ Learn from artists;
- ❖ We are all in this together but we are not one and the same;
- ❖ Address things, even when it's awkward;
- ❖ Make contracts;
- ❖ Evolve according to changing needs;
- ❖ MORE ARTISTS, LESS BORDERS!

Which in turn is much inspired by Eastside projects [Policy manual](#):

- ❖ Offer support;
- ❖ Ask a question;
- ❖ Build an archive.

For the case of artist parents, we give particular attention to these guidelines by [Artists parents](#):

- ❖ Don't read gaps on a CV to indicate a lack of commitment or effort;

- ❖ Assume that any artist parent may need to travel with their children and a partner or other caregiver, and provide for this;
- ❖ Work with artists to adapt residencies to fit around their parenting needs;
- ❖ Agree with the artist at the outset what is expected of them and when, and give enough lead time so that they can plan accordingly.

As much as our lives, these principles build on existing ones, intertwine, influence and contradict each other in a constant flux: we try to keep them all together.