



BIPOC ACADEMY:

Racial Justice & Digital Rights

Nov 4th – 7th
2025

Barcelona,
Spain

PROGRAMME



Tuesday, 04.11.2025

Academy Day 1

9:30 - 10:00	Opening
10:00 - 11:00	Group Activity: Intention Setting & Trust Building
11:00 - 11:15	Break
11:15 - 12:15	Tayri: Borders as Colonial Violence: From Detention to Collective Creative Resistance
12:15 - 13:45	Lunch
13:45 - 14:45	Mirage: Face Card: Understanding the Impact of Facial Recognition Technology on Your Sex Work
14:45 - 15:00	Break
15:00 - 16:00 Sex Workers Only	(Sex worker-only) Lexi Dark: Exploit the exploitation a Guide to self love and marketing
16:00 - 16:30	Closing

Full session descriptions on page 5



Wednesday, 05.11.2025

Academy Day 2

9:30 - 10:00	Opening
10:00 - 11:00	Ana Ornelas: What Sex Workers Need to Know about the DSA (and the AI Act)
11:00 - 11:15	Break
11:15 - 12:15	Tèmi: Beyond the Takedown: Non-criminal Redress for Intimate Image Abuse
12:15 - 13:45	Lunch
13:45 - 14:45	Fabiola: Defending Street-Based Sex Work against Digital Violence
14:45 - 15:00	Break
15:00 - 16:00 Sex Workers Only	Kali Sudhra: Cultivating Collective Care: Rooting in Community & Growing Together in Resilience
16:00 - 16:30	Closing

[Full session descriptions on page 6](#)



Thursday, 06.11.2025

Academy Day 3

9:30 - 10:00	Opening
10:00 - 11:00	Sarah Chander & Laurence Meyer: Tech & Racial Justice - What Do We Need to Know for Safety and Resistance
11:00 - 11:15	Break
11:15 - 12:15	Kumi More: Just for the fun of it - Creative writing workshop
12:15 - 13:45	Lunch
13:45 - 14:45	Grey Jones: Speaking back: Language Justice as a Tool for Liberation & Resistance in Digital and Racial Surveillance within Sex Work
14:45 - 15:00	Break
15:00 - 16:00 Sex Workers Only	Olivia Green: Navigating Conflicts: Strategies for Healthy Community Work - Conflict Management and Resolution in Community Organisations
16:00 - 16:30	Closing

Full session descriptions on page 7



Session Descriptions

Academy Day 1 | Tuesday, 04.11.2025

Tayri | Borders as Colonial Violence: From Detention to Collective Creative Resistance

A workshop that examines the colonial and racist roots of Europe's borders and its deportation systems. Using creative, low-barrier tools, participants will share experiences, build solidarity, and imagine collective futures beyond detention and State control.

Mirage | Face Card: Understanding the Impact of Facial Recognition Technology on Your Sex Work

Today, sex workers are facing an increased amount of discrimination at border crossings where their work is illegal—most notably the U.S., United Kingdom, and Canada—as a result of Facial Recognition Technology (FRT); sex workers are being stopped, detained, and deported to their origin country due to work advertisement photos including their faces and/or social media being scraped by law enforcement's FRT and compared with their travel documentation photos. The implicit racial bias in FRT has resulted in documented false positive matches leading to arrests outside of a sex work context for Black, Asian, and Indigenous persons in the U.S. with higher rates for Black women as a subset. This session provides an overview of FRT to sex workers to equip them with an understanding of the effect of FRT on sex work in a growing technocratic society which targets the sex work community. This session is being led by a sex worker.

Lexi Dark | Exploit the Exploitation: A Guide to Self Love & Marketing

This session will focus on what sets you apart from the others in our community, and how to embrace it, make it an asset, as much of the dialogue is focused on making these a liability. The session will be a time for us to really look at ourselves at what sets us apart physically and culturally as BIPOC people, and learn to focus on this positively, and to make it into profitable assets. Participants will learn how to word these differences in ways that celebrate and focus on the uniqueness, as opposed to focusing on how we are not the same as our white European presenting counterparts, and how to identify these items through language and photos.



Session Descriptions

Academy Day 2 | Wednesday, 05.11.2025

Ana Ornelas | What Sex Workers Need to Know about the DSA (and the AI Act)

The Digital Services Act and the AI Act are shaping the rules for sex work online in Europe. They impact safety, content moderation, and income. This session breaks down everything sex workers need to know about these pieces of legislation to protect themselves, navigate new risks, and push for fairer, more inclusive digital rights.

Tèmi | Beyond the Takedown: Non-criminal Redress for Intimate Image Abuse

This session will explore alternatives for victim-survivors of intimate image abuse, also known as 'non-consensual deepfake abuse' or 'image-based abuse'. Using a Black feminist and transformative justice framework, it asks participants to think about justice outside of carcerality, and the reasons why Black women and Black gender-expansive people may need alternate forms of redress, above and beyond the content takedown.

Fabiola | Defending Street-Based Sex Work against Digital Violence

Street-based sex workers are exposed to multiple forms of violence, ranging from that perpetrated by passersby to that carried out by the police. One of the least visible forms of violence is digital violence, which occurs when sex workers are recorded without their consent. This practice is carried out by journalists and even some NGOs, but also by passersby who later upload the images and videos to the internet. On platforms such as TikTok, countless videos circulate that expose street-based sex workers, with the complicity of the media outlets that reproduce and spread them. In light of this situation, the question arises: what can self-organised sex workers do? This workshop seeks to collectively reflect and develop strategies for self-defence against this form of digital violence.

Kali Sudhra | Cultivating Collective Care: Rooting in Community & Growing Together in Resilience

This workshop aims to build practices of collective care in our community, prioritising it as a fundamental principle in confronting injustice. We will investigate many different ways that oppression affects us, and explore how rest can be a radical practice, especially in the white-cis-ableist-hetero-capitalist patriarchy. Rest is radical for identities that are often systemically oppressed. We will use writing prompts to reflect on the roots of self care and the link to collective liberation. We will share tools and resources that have helped us in our journey. For BIPOC communities, radical rest, self-care, and collective care are intertwined acts of resistance and survival—restoring ourselves sustains our people, and caring for each other makes rest and healing possible. Throughout the workshop there will be moments to share our own experiences and reflect. Participation is not obligatory of course, and the content of what people choose to share is strictly confidential.

Session Descriptions

Academy Day 3 | Thursday, 06.11.2025

Sarah Chander & Laurence Meyer | Tech & Racial Justice - What Do We Need to Know for Safety and Resistance

This session will provide an introductory overview on some of the main intersections between racial justice and digital rights issues, covering discriminatory use cases surveillance infrastructures, censorship and broader political themes at this intersection. The session will include a section on specific use of surveillance technology in migration and at borders. We will reflect collectively on the implications for racialised sex workers, as well as resistance and safety strategies.

Kumi More | Just for the fun of it - Creative writing workshop

This is a space where you can playfully try out writing. I will offer prompts you can use to facilitate your writing. It can take the form of a journal entry, maybe a poem, maybe just a stream of consciousness. You are allowed to use the language that you feel most comfortable in, regardless of whether other participants understand it. Whatever you do will be right for this moment. This is just for you and for the enjoyment of the practice of writing. If you want you can share (pieces of) your text. Everyone then is invited to say something positive they found in your piece. There will be no critique of form, style or language.

Grey Jones | Speaking back: Language Justice as a Tool for Liberation & Resistance in Digital and Racial Surveillance within Sex Work

This interactive workshop explores how language justice can be a tool of resistance for racialised sex workers navigating digital surveillance and exclusion. Through storytelling, discussion and practical strategy-sharing, we'll reflect on our own linguistic journeys including what we've spoken, lost or reclaimed, and on how language shapes access, safety and power. Together, we'll co-create tools for building multilingual, inclusive and liberatory organising spaces.

Olivia Green | Navigating Conflicts: Strategies for Healthy Community Work - Conflict Management and Resolution in Community Organisations

This session supports BIPOC activists in strengthening conflict management and facilitation skills within social groups and community organisations. It will include input from the facilitator alongside shared learning and practice. Because BIPOC communities often face layered dynamics of oppression and marginalisation, creating empowering approaches to conflict is especially vital. Together we will explore healthy strategies for collective resolution while critically examining how colonial frameworks shape common models of managing disputes...

Meet the Session Holders

Tayri | She/her

Tayri Fadil (in art tayri n tamazgha) is a performative artist and poet, part of the Amazigh diaspora in Europe. She is an activist for trans, migrant, and sex worker rights, fighting against Fortress Europe and Western imperialism. She co-created the photographic zine Qahba in calor ("Whore in heat"), a DIY publication that challenges white TERF and SWERF narratives, centering her own dirty voice and body as a trans, migrant sex worker.

Mirage | She/her

Empress Mirage, also known online at thepasteldomina, is a writer of smut and cultural commentary. She is a former fssw, bondage model, and stripper; she now creates online content as a findomme and living goddess. She is the creator of the 'sex/work & magic digest' newsletter on substack. She is a contributor to the anthology 'I Hate My Job: Thots on Sex Work, Labor, and Capitalism' forthcoming from Working Girls Press (2026). She organised community events for the Black Sex Worker Collective from 2022 - 2023, and helped to coordinate the 2022 Sex Worker's UnConference in Berlin.

Lexi Dark | She/her

Lexi Dark, also known as the Dark Frau or Frau Dark, is a sex worker who primarily operates within the realms of BDSM and other forms of Domination. She has experience in the area of Financial Domination (Findom), though it is not her main focus. Lexi is a founding member of the Paramour agency, a Domme at Lux when working in the studio, and a well-known figure within the Berlin community. On her platforms, she advocates for the rights of workers, immigrants, and people of colour. After taking a little over a year away from the scene to rest and recover following a particularly difficult period, she is now slowly returning and hopes that the community will welcome her back after her time away.

Meet the Session Holders

Ana Ornelas | She/her

Ana Ornelas is a feminist activist, educator, and longtime sex-positive creator who has spent over seven years writing, teaching, and producing erotic and educational content for platforms like Cheex, Lustery, and The Porn Conversation. After years of pushing boundaries through storytelling and pleasure education, she crossed over into advocacy to fight the censorship and stigmatization of sex education and adult content online. She has led initiatives like Open (Mind) AI, pushing for the adult industry to have a voice in EU AI governance, and the campaign #StopDataPorn, calling out data exploitation in adult tech. She also contributes to reviewing DSA risk assessments and the designation of porn platforms as VLOPs. Her work centers sexual freedom, consent, and the voices of sex workers, sexual rights defenders, and victims of tech-facilitated gender-based violence—ensuring they're represented where policies are made.

Tèmi | She/her

tèmitópé lasade-anderson (she/her) is a Nigerian-British-Canadian writer and researcher. She is the Executive Director at Glitch, and is completing her PhD on Black women's digital intimacy in the Department of Culture, Media and Creative Industries at King's College London. tèmitópé's research interests are digital intimacies; Blackness, racialisation and gender on social media; diaspora; relationality; Black feminisms; and platform governance. She is currently a 2025 affiliate at DISCO Network's Black Communication & Technology Lab, and was a Fellow at the Centre of Advanced Internet Studies in 2024. In 2023, tèmitópé was the inaugural research curator-in-residence at the Foundation of Art and Creative Technology, working on Black Futures. tèmitópé's work has been published in academic journals (Feminist Media Studies; Television and New Media, and Journal of Global Black Thought) and independent media (DADDY Magazine; The Canary).

Fabiola | Ella

Fabiola is a migrant trans woman who arrived in Spain from Peru 35 years ago, and since then dedicated herself to sex work, especially over the past two decades in Barcelona. Throughout this time, she has experienced first-hand the difficulties and resistance sex workers face, particularly those who work on the streets. Her connection with the sex workers' community has been strengthened through the OTRAS union, where she has been able to share experience and support other colleagues. She has taken part in talks and meetings where she speaks about the everyday reality of our work: what life on the street is like, the risks we face, the care strategies we create among ourselves, and the complex relationship we maintain with the police.

Kali Sudhra | They/ellx/ella/she

Kali is an activist, writer, sex worker, performer and educator born in Tkaronto, unceded Indigenous territory in the settler-colonial state of Canada. The main focus of their work is exploring and presenting dissident sexuality, defying white-ableist-cis-heteronormativity by using porn and various forms of sex work as a medium.

Meet the Session Holders

Sarah Chander & Laurence Meyer

Sarah is Director of the Equinox Initiative of Racial Justice, a queer, racialised led organisation with a vision for creating societies of care and protection. Equinox works to shift policies and resources in the European Union away from policing, punishment, borders and surveillance and toward systems protection and social provision.

Laurence Meyer has a Master's degree in European comparative public law from La Sorbonne University (Paris). She is a jurist and is the co-director of Weaving Liberation - an entity hosted at Digital Freedom Fund dedicated to supporting work in Europe at the intersection of racial, social, transfeminist, economic, environmental and digital justice. She co-led the "Decolonising the digital rights field" process, jointly with European Digital Rights (EDRi) and leads the "Digital Rights for All" initiative. She is part of the magazine AssiégéEs, and co-founder of the W̩ XOOL (wou Rol) film festival programming Afro-descendant women and non-binary filmmakers in France. Laurence works on issues of digital rights and the notion of race in law and has written articles on these topics for French and German newspapers. She speaks French, English and German and is based in Berlin.

Kumi More | No pronouns

Kumi More writes texts and performs about Blackness, dis_ability, queerness, fatness, desirability and sex(uality). Joy and wellness are the goal of Kumi's works, including as probably Germany's fattest whore.

Grey Jones | they/them

Grey (they/them) is a Black transracial and transnational adoptee, sex worker, trade unionist and organiser with a background in sociocultural linguistics. Based in London, their work spans language teaching, translation and sex worker-led organising. They are an active member of SWARM and the Sex Workers' Union, currently contributing to National Ugly Mugs' (UK) Racial Justice for Sex Workers project and have organised with both migrants' rights groups and adoptee rights collectives.

Olivia Green | She/her

Olivia Green is a Berlin-based community coach, trained conflict mediator, and certified anti-discrimination advisor. Her work focuses on racial justice, sexual education, mental health and the rights of sex workers. She is part of the Steering Group of the Equinox Initiative for Racial Justice, where she contributes to shaping anti-racist policies at the EU level, and a member of SWAG (Sex Worker Action Group), a grassroots organisation advocating for the rights and safety of sex workers in Germany. With a background in facilitation and community care, Olivia's work includes designing and moderating spaces for collective reflection, empowerment, and solidarity among marginalised communities across Europe.