

PARTICIPANTS AGREE TO:

MAKE THIS AN INCLUSIVE AND SAFER SPACE

- Any forms of discriminatory language and/or behaviour is NOT welcome here.
- This includes but is not limited to: Ableism, Xenophobia, Islamophobia, Homophobia, Racism, Sexism, Transphobia, Anti-Semitism, Prejudice based on variations in our cognitive and communicative and behavioural setups, ability, Asylum status, Class, Ethnicity, Gender, Gender presentation, Nationality, Religion.

ASK QUESTIONS

- The best way to understand the choices, actions, or intentions of one another is by asking questions.
- Challenge the behaviour, not the person.

RESPECT OTHERS

- Respect everyone's identity & background, including pronouns & names.
- Do not assume anyone's gender identity, sexual preference, survivor status, economic or immigration status, background, health, etc.
- Respect that there are varying opinions, beliefs, experiences and privileges as well as different ways of learning and interacting.
- Respect everyone's physical and emotional boundaries.
- Check in before discussing topics that may be triggering (e.g. sexual abuse, racism, physical violence or encounters with police).
- Do not judge, look down on or enter into competition with others.
- Be kind with your words. Allow everyone time and space to speak and share their thoughts and ideas. Learn. Un-learn. Re-learn.

TAKE RESPONSIBILITY

- Be responsible for your own actions and the language you use.
- Be aware that your actions and language have an effect on others, despite what your intentions may be.
- Take collective and individual responsibility for creating a safer space for everyone.
- Work together to foster a spirit of mutual respect: Listen to the wisdom everyone has to share.
- These rules still apply if you are under the influence of drugs and alcohol.

BE AWARE OF THE SPACE YOU OCCUPY

- Power dynamics exist here.
- Be mindful of your privileges, prejudices, and assumptions.
- If you have more social capital, be aware of the [impact of your tears](#) and emotions and how that removes attention/power from someone with less power
- Adopt an [intersectional approach](#) - consider the complex and unique contexts of each person/group. Do not indulge in [oppression olympics](#).

GIVE OTHERS SPACE

- Give others space to move, retreat, think & take distance.
- Actively make space for hard to reach seldom heard & easy to ignore voices to participate.

NEVER ASSUME CONSENT

- Ask for permission.
- Respect the answer you receive.
- Apologise when needed.
- Never touch other people, service dogs, mobility aids or medical devices without consent.

MAKE THIS BECOME A BE-LOVED COMMUNITY

- Making spaces inclusive/safer is the *minimal*. Here, the minoritised / marginalised, like everyone else, should be able to survive thrive.
- It should be a *beloved community* -- 'formed not by the eradication of difference but by its affirmation, by each of us claiming the identities and cultural legacies that shape who we are and how we live in the world' ([hooks 1995](#)).
- Following the above guidelines will help ensure that this is a safer space for participants to test thoughts and ideas. It's a space to maybe say things we've not said before. A space where we are not being judged, whilst trying not to judge ourselves. A space to be kind to ourselves and each other. A space for **active listening** - where we try to acknowledge and respond to things people have said, before changing the subject.
- Challenge the idea, not the person.

Tan, Kai Syng. *Neurodiversity In/ & Creative Research Network's [LIVE, Community Guidelines](#) since 2022*