# Statement of respect and wellbeing at the conference

We are really looking forward to this conference being the place where we have exciting and invigorating conversations about aspects of equality, diversity and inclusion that are often seen as challenging, charged or taboo. We hope that you will feel inspired and empowered by the stories that you hear, and encouraged to share your own thoughts and experiences – and we recognise the courage that can take.

In order to create a space where everyone feels welcomed, respected and safe we would like to suggest the following collective commitments:

* We will listen to the contributions of everyone with respectful attention and appreciation;
* We will honour confidentiality. We won’t share other peoples’ personal experiences unless we have permission to do so;
* We will value the visible and invisible diversity of the conference community, pay attention to our own privileges and biases, and welcome this opportunity to engage with people who are different to ourselves;
* The language we use and opinions we have may differ and we may not always navigate those differences as well as we would like. We will welcome feedback and challenge, seeing them as an opportunity to learn. When we give feedback we will do so constructively and with kindness.
* The conversations that we have at this conference may provoke strong emotions or responses, which may vary depending upon our lived experiences. We will look after ourselves, doing what we need to do to pay attention to our own wellbeing, and be respectful that others are doing the same.

In the spirit of these commitments, as conference organisers we will:

* Provide all presenters, speakers and chairs of panels with a copy of this statement and provide guidance to ensure their contributions are accessible and inclusive.
* Provide a variety of opportunities for you to share your experiences and thoughts, respecting your right to decide how much you wish to do this.
* Pay attention to the feedback that you give us, acting on anything that needs urgent attention and using the rest to inform future events.
* Help you to manage your wellbeing by providing a quiet space for you to use with information about sources of support.

We ask you to:

* Listen respectfully to speakers, presenters, chairs, staff and other delegates.
* Share your thoughts and experiences if you wish to, and be mindful that time is limited and others may also wish to speak.
* Respect people’s needs and wishes in terms of use of accessible facilities and seating, preferred pronouns, and being photographed.
* Tell us clearly and concisely if anything is not working for you and trust that we will do our best to find a solution. Advance HE staff are wearing purple lanyards.
* Take responsibility for your own emotional well-being – take time out and seek support should you need to.