

Inclusive Spaces Policy

INTRODUCTION

Beyond Equality aims to create open, inclusive and caring space where people feel welcome, wholly seen, and celebrated. We also aim to curate a culture of questioning, education and learning that is free from fear of judgment or censorship.

These guidelines tell you what you can expect from being part of the Beyond Equality community and what, in turn, all those in our community commit to.

EVERYONE IN THE BEYOND EQUALITY COMMUNITY* COMMITS TO:

Look in the Mirror – Commit to deep and ongoing reflection on your actions and attitudes

Show Kindness – Recognise that other people may have different experiences and these may be hard and painful. Realise that being kind to yourself is as important as being kind to others

Take Responsibility – Take responsibility for any behaviour which is contrary to Beyond Equality's mission and values (regardless of whether this occurred prior to joining the organisation) and seek appropriate steps in addressing those issues

Learn & Grow - Do the work needed to expand your understanding and skill set whilst not expecting others to educate you

Respect Confidentiality – don't share other people's stories unless you know they would be happy for you to do so

Be Generous – assume good intentions from others and allow people to make mistakes – so long as they are holding themselves to account properly (see below) then be kind when people slip up

Practice Accountability – Accept constructive criticism and when you are called out or challenged use it as an opportunity to consider the implications of your behaviours. Acknowledge when your own feelings of defensiveness, anger, shame, or guilt are barriers to you learning from challenge and put in place steps to address this

Be authentic - you don't have to put on an act or pretend to be something you're not: admit when you don't understand, say you're sorry when you make a mistake, be honest and vulnerable with others, leave your ego at the door.

Social Spaces – like all communities we often meet outside of normal working settings or after workshops etc, however you are not expected to participate in social events and not attending will not affect how you are viewed or put your commitment to our work in question. Beyond Equality commits to create opportunities to socialise without alcohol

Accessible Spaces - Beyond Equality commits to ensure that all spaces are accessible to all attendees. Please contact us if you have concerns.

Placing people with protected characteristics in Outward Facing, Ownership roles - Visibility is a powerful thing. At Beyond Equality we encourage those with protected characteristics to lead pitches, sit on panels that represent our community and are committed to

being proactive in giving those with protected characteristics the opportunity to take on responsibility within our ranks.

Training in Allyship – Beyond Equality is committed to providing initial induction training and ongoing support in the areas of Diversity, Equality and Inclusion to ensure a proactive culture of respect is fostered for everyone including those with protected characteristics. This centres around our allyship training series, beginning with the Allyship in Workshop module.

Pronouns – Unpacking Gender is at the heart of what we do at Beyond Equality. We are committed to using gender-neutral pronouns in any official organisational policies and benefits discussions both inwardly and outwardly. Staff normalise the sharing of gender pronouns, notably in email signatures and introductions.

Alcohol - like all communities we often meet outside of normal working settings or after workshops etc, however you are not expected to participate in social events and not attending will not affect how you are viewed or put your commitment to our work in question. Beyond Equality commits to create opportunities to socialise without alcohol and will ensure non-alcoholic beverages are available at any company wide social event.

Religious and Cultural Holidays – at Beyond Equality we respect and acknowledge all religious and cultural holidays celebrated by the organization's employees.

Proactive, Regular Inclusive Discussion Formats for reflection – reflecting on what we do is a key part of making sure Inclusive spaces are always on our agenda for change. We recognise we can always improve on what we do. We are committed to providing a regular safe space dedicated to discussion on the topic of what Inclusion looks like for all of our staff so that we can continuously reflect on whether we are making Beyond Equality a diverse and comfortable community for all.

We are proud of this policy and the space we're creating and welcome any suggestions from staff, participants and volunteers on how this can be improved. Please email our executive team on daniel@beyondequality.org with any further suggestions.