



## **Safety and Security at the First Global Feminist LBQ Women\*'s Conference**

### **Principles for creating a safe space together**

Hundreds of activists and allies of the LBQ movements across the globe will meet in Cape Town to spend a few intense days together.

Although many have participated in many of these conferences, for some, this will be their first conference. The international Working Group is thrilled to be part of this, first ever but much needed, global dialogue and space.

We have worked to create a welcoming, safe and accessible space based on the Values that have informed our planning (<https://lbqwomenconference.org/>) and our inclusive and intersectional feminist approach

( [https://lbqwomenconference.org/assets/img/Inclusion\\_and\\_Intersectionality.pdf](https://lbqwomenconference.org/assets/img/Inclusion_and_Intersectionality.pdf) ). We ask that everybody assume individual and collective responsibility to ensure an atmosphere of mutual respect and solidarity among participants and with hotel staff.

It is important that we are aware of our own attitudes and actions, and that we are willing to challenge our own prejudices and privileges in a constructive and respectful manner.

### **We invite participants to act according to the following principles:**

#### **1. Interact and engage peacefully.**

Differences in opinion are part of building strong interactions, so please think of these

differences as useful for expanding your thinking and ways to see the world. Speak and listen with an open mind and heart and without judgment. Be honest and heartfelt in conversations and debates. Avoid generalizations and prejudiced comments. Jokes based on prejudice and stereotypes can be offensive and are not tolerated.

**2. Help build a space that** respects, recognizes and validates the multiple lived experiences and everyone's bodies, without presumptions about others' identities or status. Remain mindful of each other's physical and emotional boundaries.

**3. Use inclusive language.** All our bodies, gender identities, gender expression, and sexual orientation are valid and equal. Address people with the name and pronoun they prefer. If you do not know their pronoun, use 'they' or simply their name and find a time to ask them politely. Do not ask people about their former names, medical procedures, private parts, sexual practices or personal life without their explicit consent.

**4. Use plain English.** Be aware that English is not the first language of many of the participants. Be patient and speak slowly. Miscommunication is almost inevitable so assume everyone is speaking with kind intentions.

**5. Practice self-awareness.** Listen and make adjustments in your behaviour or attitude if someone says that they feel uncomfortable. Don't ask others questions that you wouldn't want to be asked yourself. Be aware of how much time and space you are taking up. Be respectful of the silent or quieter spaces created and adjust your volume accordingly. If people do not want to engage, leave them be.

\*\*We would like to acknowledge that we drew significant inspiration from AWID's and ILGA's "Principles and Values" in the drafting of this document.

**6. Be an ethical bystander. If you can do so safely,** challenge oppressive behavior that you see. If not, report instances of harassment, bullying, verbal or physical violence, violation of consent, and any action that perpetuates LGBTIQ-phobia, classism, ageism, ableism, racism, misogyny, heterosexism, cissexism and any other oppression.

**7. Be mindful about different ways of using the space,** such as participation of families with children, or accessibility for people with reduced mobility or visual, audio or neural impairments. Note that some participants with disabilities may be attending events with a facilitator or personal assistant..

**8. Be mindful that people's safety may be compromised.** Participants who wear a **red** lanyard requested not to be photographed and/or filmed in the conference spaces. In some cases, entire workshops may not be photographed, filmed or recorded. These will be indicated at the time. In all cases, if you take photographs or use names in social media or reports, consent should be sought.

**9. Be friendly and reach out.** It's easy to feel lost and alone at big events like this, and a little friendliness goes a long way, though without putting any pressure to participate in

social events

## **What to do if you experience or witness any behavior going against these principles**

If you experience or witness any behavior that goes against the above principles, contact a member of the Working Group's Safety & Security Team through the Conference App or in person at Room 1. Members of the Team speak French and Arabic but we can access interpreters for other languages.

We understand that talking about an incident that you experience or witness can be upsetting. We will respond with sensitivity and respect, and you are welcome to bring someone along to support you when you contact us. You will not be asked to confront others or engage in the response process, unless you want to.

As soon as we are informed of such occurrence, we will immediately take any steps necessary to support those affected in whatever they may need. We will treat confidentially the information received and we will consider the content and nature of the incident in determining a response.

**NB: Global Feminist LBQ Women's\* Conference reserves the right to ask a participant to leave the conference based on discriminatory or disruptive behavior.**

\*\*We would like to acknowledge that we drew significant inspiration from AWID's and ILGA's "Principles and Values" in the drafting of this document.

**If you have any safety, security or health concerns, please contact the Working Group & organizers as follows:**

### **During Conference Hours (8:00 AM - 19:00 PM)**

- You can message the Working Group through the Conference App
- You can find someone from the organizing team in Meeting Room 1
- You can approach a Working Group member, who will be wearing yellow lanyards

### **After Conference Hours**

- Please go to the Century City Hotel Reception Desk (*note: the Hotel is just across the road from the Conference Center*), and ask them to contact Molly or Chiwah.

