STLHE/SAPES Equity Committee

Report – May 2022

The Equity Committee's main task over the past few weeks has been to brainstorm some ways to bring more accessibility and inclusivity to the upcoming conference in early June. Recognizing that there is not a lot of time, we have met with Janice Miller-Young to present some ideas and offer some possibilities; some of these are still being worked out, with more details forthcoming. Our aim for this year is to enable the association to make a visible and public "statement" about its commitment to accessibility and inclusivity—not by doing everything that might be possible (which would take longer than we've given it to work out), but by ensuring that a few major organizational details are put into practice, while also demonstrating what we can all build towards in future years.

The Equity Committee defines "accessibility" in the broadest sense, recognizing that people's ability or desire to attend an in-person conference can be limited by factors such as geography, finances, environmental and other political stances, (dis)abilities, and personal circumstances — all of which might make both travel and participation in an in-person setting more difficult. We believe that we should all work together to make all conferences and events as inclusive as possible for the largest number of people. This includes:

> i) articulating a number of practices for in-person meetings that enact the shared values of the Equity Committee and STLHE/SAPES (as outlined in the document "Statement of Core Values")—including 'best practices' for presentation styles through to broader actions and behaviours in all interpersonal encounters (many of these are outlined in the "Enacting Our Shared Values" document produced by the 2020-21 EDI Task Force and included in the new Conference "Tip Sheet" being produced by the Equity Committee);

> ii) working to make as many of the conference/event proceedings as possible accessible to people not there in-person but who are nonetheless interested in participating—including, as a range of possibilities: live streaming talks/presentations and meetings; video and/or oral recordings of sessions then uploaded onto an online site; making slide decks of presentations available on that same site; organizing informal meeting spaces for a variety of discussions (that can be accessed by attendees participating both remotely and in person), etc.

We invite organizers of all STLHE/SAPES events to approach all organizational details by asking "who does this include and exclude, and how"—and then working to shift those details to be more inclusive.