

## **2022 STLHE/SAPES EQUITY COMMITTEE**

### **ACCESSIBILITY AND INCLUSION STATEMENT FOR CONFERENCES AND EVENTS**

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, disabilities, 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.

The Equity Committee is committed to the ongoing consultation with, and gathering of feedback from, the membership in order to continue to improve accessibility and inclusion for future meetings and conferences.