PRINCIPLES FOR CREATING A SAFE SPACE

We invite participants to act according to the following principles:

**Interact and engage peacefully.** Differences in opinion are part of healthy 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 without judgement.

**Help build a space** that respects, recognises 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.

**Use inclusive language.** Be respectful of how people want to be referred to in terms of gender identity or expression, and of people's pronouns. Practice inclusive language. Be aware that language may be a barrier: level of English and other languages can vary. Make sure you speak slowly and use plain English.

**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 in general be mindful of how loud you are.

**Challenge oppressive behaviour**, which includes harassment, bullying, verbal or physical violence, violation of content, and any action that perpetuates LGBTI-phobia, classism, ageism, ableism, racism, misogyny, heterosexism and other oppressions. Remember that “no” is no - without having to explain why.

**Speak and listen with an open mind and heart** and without judgement. Be honest and heartfelt in conversations and debates.

**Open yourself to different ways of using the space**, like participation of families with kids, or accessibility to different spaces for people with reduced mobility. Participants with disability may be attending events with a facilitator or personal assistant and they are attending in a work capacity.

**Be mindful that people's safety may be compromised.** Participants who wear a pink lanyard have requested not to be photographed in the conference spaces. In all cases, if you take photographs or use names in reports, permission and consent should be sought.

**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.
**INTERACT AND ENGAGE PEACEFULLY**

What they are saying is so interesting, I am learning so much from these brave activists!

**USE INCLUSIVE LANGUAGE**

It is important for me to address this person with this pronoun. I will respect this person and do so.

**SPEAK AND LISTEN WITH AN OPEN MIND AND HEART**

What they are saying is so interesting, I want to know more!

**CHALLENGE OPRESSIVE BEHAVIOURS**

At EGA-Europe, we do not accept harassment, bullying, verbal or physical violence, violation of content, and are active in combating LGBTQ+, ableism, classism, ageism, ableism, racism, misogyny, heterosexism and other oppressions.

**OPEN YOURSELF TO DIFFERENT WAYS OF USING THE SPACE**

I should not take picture of this person, because they have a pink tassel!