



Civil Society Media's commitment to creating events that are open and safe for all.

Civil Society Media commits to programming events that are open and accessible to all. We are committed to diversity, equity and inclusion both through content and speaker selection. We understand the responsibility that comes with creating a platform for discussion and that having varied perspectives is crucial to generating better ideas and different solutions.

When curating a conference programme we will:

- Always consult our audience on topic selection, maintaining an open conversation, soliciting both input and feedback.
- Consider the full breadth of diversity across our speaker line-up including gender, race, ethnicity, sexual orientation, ability, religion, organisational size, age and socio-economic background.
- Undertake pro-active steps to ensure that conference discussions are fully inclusive and that everyone has a platform.
- Select venues that are fully-accessible and always offer an inclusive menu.

While we value different perspectives and encourage healthy debate, any form of hate speech or discrimination will not be tolerated in our spaces. We expect all participants and audience members to be respectful of others at all times, and ask all of our speakers to agree to a simple code of conduct.

This policy is under constant review and we are always very open to opinion and feedback. If you would like to raise any factors that we should be considering, please email Jenni O'Donovan, director of events at jenni.odonovan@civilsociety.co.uk.