

Event Inclusion Policy

Womens Utilities Network (**WUN**) are passionate about building a community of women who can connect, support, develop and encourage one another, across the utilities sector.

We love hosting both in-person and online events where we aim to help women in the sector connect and to give them a space to develop their networks and learn from each other. At all our events we are committed to fostering an inclusive environment, where every participant feels welcome, respected, safe and valued. And yes, we do include people of all genders in this!

1. Purpose

This policy outlines our commitment to inclusive events and sets out our expectations for everyone who joins us. After all, our events are designed to bring people together and to build our community in a safe environment, where everyone can learn and enjoy themselves. We recognise that everyone is different and each person has individual perspectives and needs, which is what makes our community so brilliant and so our policy aims to give guidance to make sure everyone can be included.

2. Respectful Behaviour:

- WUN want to provide enjoyable, positive, safe and harassment-free events and exhibitions for all participants.
- We aim to provide an environment where all participants feel comfortable to share their views, ask questions and to learn from each other.
- We ask that all participants should treat each other with respect, courtesy, and dignity.
- The sharing of views and debate are encouraged so that we can share and learn by exchanging experiences and opinions in constructive and respectful discussions.
- We will work hard to make our events enjoyable in a safe and supportive environment. Should you witness something that is not in line with this policy, and where it is safe to do so, we ask that you take action by providing support or reporting issues.

3. Accessibility:

- WUN is committed to making our events accessible to all participants and accommodate the needs of attendees.
- Event venues will be selected with accessibility considerations in mind, including wheelchair access, signage, seating arrangements, and bathroom facilities.
- Where attendees have specific needs, we will work with them to make sure they are accommodated. Please do let us know of any needs that we need to consider in advance where possible.
- Organisation of events will be considered from different accessibility needs, for example, ensuring that we can accommodate different Neurodivergent needs or by providing different languages such as British Sign Language.
- We recognise that some participants may have other accessibility needs that, for example, relating to religious or sensory needs and as such will seek to accommodate these where it is feasible.
- We will work with event organisers to provide Accessibility information in advance of in-person events so that anyone with specific needs knows who to contact on arrival.

4. Inclusive Language:

- We encourage the use of inclusive language that respects the identities and experiences of all participants.
- Speakers and moderators are encouraged to use inclusive language in their presentations and discussions, and attendees are asked to be mindful of their language when interacting with others.
- Organisers and chairs of panel discussions should seek clarity on personal pronouns and pronunciation of names of speakers and panellists.
- Presenters are encouraged to consider the pace and tone of delivery to make it easy for participants to follow the content. We do of course recognise that this can be hard, especially when nerves kick in!

5. Reporting and Accountability:

- WUN is committed to providing a safe and inclusive environment for all participants. Any concerns or incidents of harassment, discrimination, or disrespectful behaviour should be reported to event organisers or venue staff immediately.
- Reports will be taken seriously and investigated promptly, and appropriate action will be taken. This may include but is not limited to warning the individual, removing them from the event, or restricting their attendance at future events.

6. Continuous Improvement:

- WUN is dedicated to continuously improving our events and fostering a culture of inclusion within our community. We welcome feedback from participants on how we can better meet the needs of all members and continue to create an inclusive environment.
- Our Event Inclusion Policy will be reviewed regularly to ensure that it remains effective in supporting and promoting diversity, equity, and inclusion.

7. Diversity and Representation:

We strive to ensure diverse representation among speakers and panellists, recognising that diverse perspectives enrich our discussions and contribute to a more vibrant and inclusive community that offers something for all of our members.

8. Event Participation:

By participating in WUN events, all attendees agree to follow our Event Inclusion Policy and contribute to creating a welcoming and inclusive environment for everyone.

Any event participant found to be violating Inclusion Policy may be removed without a refund and refused entry to future events at the sole discretion of the WUN. We want our events to be an enjoyable experience for everyone.

Please note that we regularly record and distribute recordings of our online and in-person events. We respect the right of attendees to keep their camera switched off during online events, although do encourage those who feel able to be on camera to do so as this helps our facilitators and presenters to feel connected to the audience.

9. Steps to take in the event of an incident

We hope that the environment we create will always be inclusive but, if you are made to feel unsafe or unwelcome at a WUN event, or witness this behaviour towards others, please speak up by reporting it as soon as possible to the WUN organisers (who will normally be wearing a WUN green badge) or the event security team. We will make sure that event participants know who to raise issues with safely.