

# INDCOR Inclusivity Policy

## Inclusivity Policy

The COST Action INDCOR (Interactive Narrative Design for Complexity Representations) is committed to supporting diversity and inclusivity. In consequence, INDCOR has adopted the following policy in the ongoing effort to improve the diversity and inclusivity of the conference.

## Specific Diversity and Inclusivity Initiatives

INDCOR aims to be a gender inclusive space. As such, we encourage all participants not to presume another participant's chosen pronouns, or that they use pronouns. We encourage all participants - even those who do not worry about being misgendered - to add their preferred pronouns to the participant list on the INDCOR GoogleDrive.

INDCOR is also adopting DiGRA Australia's successful policy on social media usage. Participants are encouraged to identify their preference regarding how they want the public to share information about their image, video recording and mention, if at all (this includes the use of photos, directly tagging of participants in tweets, etc.) in the participant list on the INDCOR GoogleDrive. For INDCOR-related events, specific lists for the same purpose will be made available. Any violations of a participant's wishes must immediately be acted upon (image deleted etc.) when brought to the offenders' attention. Participants are also required not to use potentially harmful hashtags and terms on official event hashtags.

## Safer Space Policy

A safer space policy aims to foster an environment of respect which makes ALL participants, particularly those who are typically marginalized or excluded, feel welcome. Differing opinions and perspectives are crucial to effective discussion, but all participants ultimately take responsibility for their own speech and behaviour - in person, and on social media - throughout the entire conference and associated social gatherings.

Participants are encouraged to:

- Ask respectful questions and avoid dominating a presenter's question time to further any particular agenda. Question time after a talk is intended to give presenters the opportunity to expand on their talk in response to audience questions, and is not a platform for the audience to individually reply.
- Be mindful of and understand that intersectionality shapes our lived experience.
- Actively include all participants in social gatherings, especially early career researchers.

## COST INDCOR Inclusivity Policy

Examples of unacceptable behaviour in person and online includes, but is not limited to:

- Verbal communication (public or private) that demeans, devalues or is derogatory towards ones' gender, sexuality, physical appearance, body size, class, appearance, race, religion, language, age, ability, and/or socio-economic status.
- Not using content warnings when discussing content that may be harmful or offensive, such as graphic discussions or depictions of hate speech or sexual violence.
- Display of sexually demeaning imagery in public spaces. (Sexual imagery can be acceptable provided it is clearly contextualized as critical work and explicit forewarning is provided, but such imagery should not be offensive or demeaning to any of the identificatory attributes listed above).
- Bullying, stalking, following and other such intimidating behaviour.
- Photography or recording without consent.
- Explicit mentioning of individuals on open social media using the official event hashtag without their consent.
- Disrupting or hijacking conversations (during talks, in question times or in general discussion)
- Inappropriate non-consensual physical contact
- Unwelcome attention of any kind.
- Advocating for, or encouraging, any of the above behaviours.

We recognise that the above list is not all-encompassing, and it is thus crucial that all INDCOR participants should be considerate, mindful and respectful of other participant's safety, and refer any concerns to the conference committee.

## Enforcement

Participants asked to stop any harassing or harmful behaviour are expected to comply immediately or they will be required to leave the (Physical/virtual) space.

In the case of repeated offending behaviour, INDCOR Chairs will take any action deemed appropriate to resolve the situation and make the space welcoming. Examples of such action include: verbal warnings, written warnings, temporary or permanent barring from INDCOR events and online spaces.

If you feel that someone is making you or the space feel uncomfortable, if you see that someone else is being made to feel unsafe, or if you have any other concerns, please contact the chairs. You may do this in person or via email to: [hkoenitz@gmail.com](mailto:hkoenitz@gmail.com) or [mirjame@gmail.com](mailto:mirjame@gmail.com). We will be happy to assist you with action, the provision of security or appropriate next steps.

## Disclaimers

This safer space policy is not intended to limit open discussion of the merits of particular work or issues presented at INDCOR events. It applies only to behaviour at INDCOR events and activities. INDCOR does not assume no liability or responsibility for the actions of any member or other activity participant. INDCOR is not responsible for protecting the safety of participants at events. Any individual who feels his/her safety is at risk due to harassment or for any other reason is encouraged to take appropriate steps to ensure personal safety.

## Acknowledgements

Note that much of this text, and the overall spirit and intent of the policy, is adapted from the DiGRA 2018 inclusivity policy: <http://digra2018.com/inclusivity/>  
Inspiration was also taken from the ACM policy against harassment: <https://www.acm.org/special-interest-groups/volunteer-resources/officers-manual/policy-against-discrimination-and-harassment>.