

Commitments for Creating a Safer Space at APAF

TNA asks all delegates to commit to contributing to a safer space for everyone.

TNA has created this document as a guide to help people be mindful of how our behaviour can affect others. Please reach out at any time to discuss why we have this guide, and why we think it is necessary to be explicit about safe and respectful behaviour.

Here are some actions you can take in the context of APAF:

- **Acknowledge Country.** Speakers, facilitators, and TNA staff will do this at the beginning of the day/session, but you are also welcome to make your own acknowledgement at any time.
- **Pronouns.** Use people's preferred pronouns and, if you feel comfortable, share your own.
NOTE: pronouns are how you would like to be referred to in the third person, for example when someone introduces you to others. This might be she/her, he/him, they/them, or a combination. If you prefer not to share your pronouns, that's also ok.
- **Be aware of the privileges you bring.** These might include things like:
 - whiteness;
 - class/wealth;
 - personal or institutional power;
 - being straight or cis-gendered*;
(*identifying as the gender you were assigned at birth)
 - not being disabled or d/Deaf;
 - speaking English as a first language;
 - being a cis-man;
 - living in a city;
 - not having caring responsibilities;
 - and the list goes on...

NOTE: we are aware that privilege is intersectional and complex – you can be a white person and be dealing with something else that reduces your privilege. You can be someone from a culturally diverse background and feel very privileged. TNA will not ask you to name or state your privileges, we just ask you to be aware of them.

- **Respect people's boundaries and belongings.** Some people prefer not to hug, kiss, or be touched. Being a 'touchy feely person' is not a reason to cross boundaries. Be aware that a comment on someone's appearance might not feel like a compliment.
- **Respect other voices.**
 - Especially those that are not as loud as yours.
 - Keep conversations well-balanced:
 - If you usually feel comfortable as an active talker, make sure to take your share of the listening.
 - If your usual role is that of a listener, look for moments to contribute to discussions.
 - Debate and dissent are healthy and expected elements of a diverse gathering. When disagreement occurs, we expect all participants to respond with curiosity, generosity and respect.
- **Be mindful of power dynamics.**
 - Do the work to help challenge them.
 - Understand how language, even what we think is innocuous, upholds systems of inequity with regards to gender, ableism, whiteness, and class.
 - If someone uses the wrong language in your presence, take the opportunity to respectfully tell them what you prefer. We are all still learning, and some people have not been as exposed to the shifts in language as you are.

If you feel someone is acting in a way that does not contribute to a safe space for everyone, please speak to someone at the registration desk, or approach any staff from TNA / APAF: Nicole, Sanja, Emily, Steph or Josh. You are also welcome to email apaf@tna.org.au.

This is a work in progress document. If you have feedback, we'd love to hear it.