

# 'Unearthing the Hidden Voices: Intersectionalities in HE' Conference 2019

## Accessibility Guidance for Attendees<sup>1</sup>



We wish to make this event as welcoming and enjoyable to everyone.

- Please see the joining instructions and [conference programme](#) for full details of this event.
- This conference aims to shed light on the issues surrounding intersectionality within the context of the Equality Act (2010), explore ways to address intersectional discrimination and share best practice. We'll aim for a relatively informal, friendly atmosphere for 'safe' discussion and learning.
- Topics will be explored through oral PowerPoint presentations, discussion in groups and in the plenary sessions. Sessions will be conducted in English, with live captioning during the plenary sessions, and British Sign Language (BSL) during all sessions.
- We all agree to '[Chatham house](#)' rules for discussion of sensitive topics. We are likely to discuss issues relating to protected characteristics, which could include topics like age/ageism, gender identity/transphobia, sexual orientation/homophobia/biphobia, race/racism and ethnicity, disability/ableism, religion and belief etc.
- Thanks for your attention – keep mobile phones/email/internet use to a minimum, unless for accessibility.
- There will be breaks during the conference and regular changes of topic. If you need to leave the room for a break at any other time please do so. Please be considerate of other attendees.
- The Brooks building has baby changing/feeding facilities on the ground floor. A fully compliant [Changing Places](#) toilet is available on the ground floor. Prayer washing facilities are also on the ground floor. Gender-neutral toilets can be located on the 2nd floor. See [attached](#) for full guidance on building accessibility.
- Photography and video recording will be taking place during the event. Please note that:
  - At registration, we shall be providing different coloured lanyards to delegates depending on their preference i.e. green for those who agree to be photographed or filmed and red for those who do not wish to be.
  - Only speakers/facilitators and BSL interpreters will be filmed, not members of the audience. If you don't want your voice recorded in the filming then you can ask your question or make a comment anonymously via a volunteer or by writing it down.
- Volunteers will be on hand to hold and pass a roaming microphone around members of the audience during question and answer sessions.
- Please remember to not distract or pet an assistance dog as they are there to assist a disabled person. Handlers of an Assistance Dog: An area to the rear of the building (next to the wildflower area) can be used to exercise and toilet a dog. Waste can be placed into any of the general waste bins around the campus.

---

<sup>1</sup> We are very grateful to [AdvanceHE](#) and [Auto Trader Group plc](#) for their tips on accessibility.

- You will be able to access the live captioning on your own web-enabled devices - we will provide the URL on the day. We shall also provide guest IDs to access the Wi-Fi in Brooks for those who don't have [Eduroam](https://www2.mmu.ac.uk/isds/support/connect/wifi/) (<https://www2.mmu.ac.uk/isds/support/connect/wifi/>).
- Be social media savvy – please check with your colleagues and presenter before posting any images online. Please do not quote any other attendees or share discussions under 'Chatham house' rules. If posting pictures of any our materials please ensure you tag these with: **#IntersectionalityMcr2019** and/or **@nadsn\_uk @LGBTNoNHE @ManMetUni @OfficialUoM**
- Want to connect with others? Please bring business cards with you or exchange contact details during the breaks/network evening as unfortunately we're unable to share the attendee list.
- There will be an opportunity for the audience to make comments and ask questions following the key note speeches. Please raise your hand and wait to be invited to speak.
- If you need any additional help during the event please ask one of the hosts or volunteers who will do their best to help you. Volunteers will be wearing orange T-shirts so you can easily identify them.
- We warmly invite you to stay for the networking event following the event. Volunteers will show you where to go.

**We particularly want to encourage autistic people to join in so we want to make sure we make it as accessible as possible.**

- **Sensory Needs:** The Brooks Building is a brilliant venue in many respects, but it is also a busy and vibrant learning and working space for the Manchester Met University community - we sincerely hope this does not cause issues for people.
- We will try our best to reduce background noise. We ask attendees to try to reduce distracting noises.
- Mechanisms to reduce sensory issues are totally acceptable. Attendees are requested not to remark on tinted glasses, ear-plugs/defenders, headphones, or any other aids.
- **Silent Clapping:** The sound of many people clapping together can be uncomfortable or painful to some autistic people and clapping maybe difficult for some disabled people. For this reason, you are welcome to replace the traditional clap with a wave of the hands. Don't worry if you forget (it takes a bit of practice!), even if a few people clap, the overall noise level will have been reduced.
- **Autistic behaviours:** Repetitive movements or behaviours, echolalia, distractibility, fidgeting or moving about, different or impaired conversation skills, avoidance of eye contact, perseveration (obsessiveness), are expected and accepted. Please try to bear in mind the need for speakers / attendees to be heard.
- **Quiet Room:** We will have a quiet room available based for anyone to use during the event. We will explain where this is at the start of the event and it will be clearly signposted.

**Thank you for your co-operation. If you have any more requirements, please let us know in advance by emailing [equalityanddiversity@manchester.ac.uk](mailto:equalityanddiversity@manchester.ac.uk) or calling 0161 306 5857.**