RadHR

In-Person Events & Meetings policy

Approved: 12 November 2026
Last adaptation: N/A
Review due: December 2027

NOTE: This is the first draft of this policy and we want to know if we are off-the-mark with it, so will be soliciting feedback from other groups who are working on these questions, to help us improve future iterations.

Grounding

This policy outlines the ways RadHR aims to do in-person events we organise or are a part of organising, which uphold our values, particularly around disability justice, accessibility and environmental sustainability.

While most of our events happen online, when we organise in-person events, a range of additional factors arise and we want to handle them well. This policy acknowledges that there will be tensions between some of our values, as well as those of groups we partner with, so it does not pretend that we will be able to achieve everything we believe in, fully, every time. It also outlines some red lines which are conditions that we would always need to ensure were met if we were a part of organising an event.

Areas of focus

The main values concerns we try to address around in-person events relate to accessibility (in the broadest sense) and sustainability (in an environmental sense).

This explains the main approaches we aim to take in regards to each (as well as some additional questions), with acknowledgement that it won't always be possible to practice all of them, at every event.

As a baseline, at least half of our events each year will be held online, as this is the safest and least environmentally-impactful way to meet.

Accessibility

- **Space**: We will always hold events in venues that are accessible to disabled people, prioritising ground floor locations, spaces with lifts and sufficient doorways and corridors for wheelchair users and others with physical disabilities.
- **Immunocompromised/COVID safety**: We will organise events where we have taken proactive steps to avoid COVID or other communicable diseases from

spreading. While we know that it is not common practice anymore, we see the risks of COVID and other diseases are still very real for many people, and that these risks land disproportionately on disabled people, as well as Black, working class and otherwise minoritised communities. We also recognise that Long Covid has been a mass disabling event that has affected a huge cross-section of the population, while receiving minimal support from the government. This has meant that it is up to all of us to act to protect ourselves and each other.

We will not always have full control over all the variables of an in-person event. That said, we will ensure the following wherever possible, in the spirit of the 'Swiss Cheese Model' of harm reduction[1]:

- Organise events outdoors, insofar as possible with weather;
- Organise indoor events in spaces with sufficient ventilation;
- Limit in-person events during the winter, as it will be harder to meet the requirements above during that time;
- Provide medical-grade (FFP2/3) masks for all attendees.
- Explain the steps we are taking at the door of the event and request everyone takes part in helping establish collective safety for everyone attending.
- Ensure all event materials (online in advance, and in-person on the day) explain that we take collective safety seriously and that:
    - We will provide medical-grade (FFP2/3) masks for all attendees who do not have health reasons for their own exemptions; and
    - We encourage people to take Covid tests before attending (and to stay home if they test positive or show symptoms), and that we will offer free Covid tests to all participants at the registration table, if they have not been able to test in advance; and
    - We will run a HEPA air purifier in the venue, if we are able to get one there; and
    - That event registration forms will include anonymised entries to share access needs, as well as encouragement for anyone who has any specific needs or concerns to reach out to organisers and that we will do our best to try to accommodate their needs.

- **Location**: We will always try to organise events near significant public transit links.
- **Cost**: We will offer reasonable travel subsidies for participants to attend our in-person events, as we know that costs can be a significant barrier to many people's attendance.

[1]The Swiss Cheese Model centres on the idea that each of the practices we can enable will lower the odds of contagions spreading even if we are not able to entirely remove the possibility of risk.

Sustainability

- **Travel**: We encourage the use of walking, cycling and public transport to attend our events, while acknowledging that these are not accessible options for everyone and will always support people using the means that they need to participate in our events. We also discourage air travel for our events, as we feel the balance between the environmental impacts of air travel and the additional benefits of meeting in person, are rarely justified. There may be exceptions to this, but we will always avoid RadHR workers travelling by plane, and will discourage it in most contexts.
- **Materials**: We aim to use re-used, recycled and sustainably-sourced products for our events, where possible.
- **Food**: We aim to cater events or use restaurants which provide locally-sourced food, where possible.

Costs

- **Paying for venues which align with our values**: Aiming to use community, co-operative and/or non-profit owned venues, where possible.
- **Paying for food that aligns with our values**: Aiming to cater events or use restaurants which are community, co-operative and/or non-profit owned, where possible. We recognise that specific dietary choices may have greater or lesser impacts on animals and the environment, but do not aim to be prescriptive at that level, since we know that there are a range of health and cultural reasons why people make choices about their food.
- **Paying for online event-management tools which align with our values**: We will try to avoid using large corporate tech providers where we can, instead using event organising tools such as Dandelion (a workers' co-op) to take event bookings. We are currently transitioning towards doing all of our events this way.

Partnership working

We recognise that when working with other partners, we may need to compromise on some of these practices. We also see that working in partnership is an opportunity to make the case for some of the ways we try to practice our values with those we have existing trusting relationships with; it is also a chance for us to learn from how others are doing their events. We will always put forward the same standards we would hold ourselves to if we were organising our own event, when we are working with partners, but will not push on them at the expense of our working relationships, unless any **red lines** (outlined below) would be crossed by not doing so.

In the case of **local RadHR meet-ups**, we will make masks and tests available to organisers and share this policy with them, but will also accept that as part of decentralising organising power across the community, we won't always be able to ensure the same standards (e.g. - levels of ventilation, access to a HEPA filter air purifier, etc).

Red lines

While we aim to be flexible in our understandings of what it means to practice our values in different contexts and with different people, we also want to be clear where organising our events in particular contexts would undermine our values to a degree in which we would have to pull out, unless plans changed significantly. These red lines apply to all RadHR events, including partner events and events not directly facilitated by us, such as local events. We will work wherever possible to ensure these red lines are able to be met by RadHR partners and community members, including supporting with budget (to cover masks, venue hiring costs) as far as is needed.

These currently include:

- Must be physically accessible (step-free access)
- Must have masks available, if held indoors

We will review and update this policy annually.