

## Pride in Surgery Forum Attendee and Speaker Briefing



Thank you for your interest in speaking at, attending, or otherwise participating in one of our events! We feel that everyone attending our events should be free to participate, safe from discrimination, and offered equality of access.

We ask that attendees demonstrate conduct in line with our PRIDE values, as described below. This includes our wish for the inclusion of diverse members of our community in an inclusive, welcoming space. We envisage that the vast majority of attendees will be supportive of these aims, but we do reserve the right to ask individuals to leave an event if they demonstrate persistent or extreme conduct that runs counter to these values.

We would also reinforce that individuals must avoid, and have a legal duty to avoid, direct or indirect discrimination, harassment and/or victimisation of individuals or groups based on the actual or assumed presence of any protected characteristic as per the Equality Act 2010.

### Our PRIDE Values

**Pride:** We believe that showing pride for our community and our work will encourage others to join and support our efforts. We will approach our work with enthusiasm and build upon the work of those who came before us.

**Respectful role models:** We believe our committee and representatives should act as positive role models for our group and the wider LGBTQ+ community, showing respect for others and open-mindedness. We will offer positive and constructive engagement when working with the College, our network, and third parties, and when performing outreach work.

**Inclusivity:** We believe our work should be inclusive of all parts of the LGBTQ+ community and of individuals from a diverse range of backgrounds. We will approach issues using an intersectional lens, and collaborate with other EDI organisations where appropriate.

**Diversity:** We believe we work most effectively when we incorporate the full diversity of experience and ideas available within our community. We will ensure diverse representation within our committee and working groups.

**Environmental sustainability:** We believe our work should not disproportionately impact the environment. We will consider ways of reducing our environmental footprint, and ensure that any partnerships are with organisations whose actions are not significantly deleterious to the environment.