

Hosting inclusive events

There are several times over the course of a year where we hold events to celebrate and come together. Many of us look forward to these events and mark them out in our calendar to ensure we can engage and be included in the festivities. However, for some, these events can cause anxiety and stress.

This could be for several reasons: stress relating to the interactive element of these events. Also, the stress of the events could be related to wondering whether we can access and feel included at such events.

Therefore, this month I will be leaving a few tips about what we can do to ensure events are stress-free and inclusive for anyone that wants to participate.

1. Consider more than the traditional...

Quite often, events take on a traditional, formatted process. They can involve drinking, going out to a busy, noisy venue. Often, they are centred around some kind of meal.

Thinking outside these parameters and creating events that do something different can create opportunities for some of the barriers that are created by the above to be eradicated.

For example, if someone is from a specific religious background, they may not be able to drink. A noisy venue may prevent someone with a sensory impairment from being able to get involved.

2. Ask others to support you when designing

Having a diverse “events team” can ensure that you have a diverse range of events that meet the needs of many people from diverse backgrounds. They may come up with ideas that you would never have thought of before that can be part of your event schedule going forward!

3. Think about where you're advertising

When promoting your event to your audience, consider where you are promoting. Ensure the platforms are diverse and accessible. This will enable as many people as possible to see event and complete an application/registration process (if applicable).

4. Ask about access requirements

Have an open text box on your application/registration page that asks about access requirements. Ensure also that you are monitoring this box so that you can do something about any requirements that are requested. If extra information is needed, reach out to the individual who has requested it to find out what they need.

5. Put accessibility at the top of the agenda

It is imperative to ensure that all your events are accessible for disabled people. When thinking about accessibility, it is important to consider more than the physical accessibility. Although this is also very important! Think about those invisible barriers that disabled people may face. These may include:

- Start and finish times
- Locations
- Event activities
- Physical space
- Sound and lighting
- Venue facilities

Referring to your “events team” made up of diverse people can support you to ensure this. Also, you may want to think about creating a guidance for accessible events.

Planning an event? Get in touch with us to scope out what you need to do to ensure accessibility and inclusion.

[Get in touch](#) with us via email to ask a question

[Book a time](#) to talk informally about what you're struggling with

[Sign up](#) to our newsletter to receive monthly ideas and tips

Subscribe to The Equality Edit podcast on Spotify, Apple Podcasts or YouTube