

Minding Animals International Incorporated

Policy on Diversity and Inclusion

Minding Animals International Incorporated (MAI) is dedicated to the study and protection of all planetary life through the advancement of Animal Studies. Its vision is a world where all animals, human and non-human, are treated with respect and compassion. As such, MAI is committed to actively promoting diversity and inclusion in all of its activities.

1. MAI is committed to making events, workplaces, and meeting places inclusive of anyone, irrespective of considerations including race, ethnicity, sex, gender, sexual orientation, age, disability, physical or mental health status, social or economic status, marital or parental status, pregnancy or breastfeeding, carer or family responsibility, religious belief or activity, union activity, and whether or not someone has been incarcerated with time served. MAI will undertake the above by:
 - Advertising this policy on the MAI website.
 - Taking seriously any complaints of MAI-related practices or behaviours that discriminate against anyone based on factors listed in cl.1.
 - Taking substantive steps in nomination and hiring to ensure that employees and volunteers are from diverse backgrounds.
 - Ensuring that employees and volunteers are supported as far as reasonably possible to be involved with MAI, for example by seriously considering and acting on requests made for adjustments to MAI's activities.
 - Not knowingly accepting funding or support from individuals or organisations that deliberately disrespect or harm anyone based on factors listed in cl.1. This includes for example profiting from the exploitation of animals and/or the environment, or the promotion of war.

2. MAI is also committed to making events, workplaces and meeting places safe, which means that behavior of any form that is threatening, intimidating, or humiliating will not be tolerated. As such, MAI will consider any complaint reported to the Chair or Disputes Counsel regarding any individual or organization connected with an MAI event (concerning inappropriate behavior either at or prior to the event), and will take action as appropriate in one or more of the following ways:
 - Apologising to the complainant, if possible, and dealing with the complaint in a timely manner.
 - Referring the complainant to a reputable counsellor and/or lawyer if desired.
 - Supporting the complainant in accessing an accountability process, including referral to external resources, if desired.
 - Referring the matter to the local police and/or other authority if necessary.
 - Excluding the offender from MAI event(s) if necessary.
 - Keeping an official record of the complaint.
 - Taking measures to prevent similar incidents from recurring, and notifying the complainant of these measures.

3. MAI will also take the following steps to ensure the safety of conference attendees:
 - Consulting with the host organisations to identify particular risks/at-risk groups, and sending a special notice to attendees listing these. Examples include: unregulated taxis (offer the phone number of a safe taxi company); curfew rules; local customs regarding dress codes/sex segregation/breastfeeding/displays of affection; hygiene matters; kidnappings; financial transactions; disability access.
 - Notifying attendees to buy their own travel insurance before leaving their home countries.
 - Making local emergency phone number(s), location of nearby hospitals, and safety procedures and personnel details for the conference building, available to attendees.
 - Identifying (but not publishing) the details of a counsellor and a reputable local lawyer or law firm that any complainants wishing to pursue the matter further, can contact.

4. Non-human animals should be treated with respect and compassion as well. In so far as MAI supports other institutions in hosting meetings to promote the advancement of Animal Studies, MAI will take the following steps to minimize the impacts of those meetings on non-human animals and the environment:
 - Requiring partner 'host' organisations to provide vegan-only catering;
 - Publishing an action-plan for conference carbon-neutrality on the MAI website;
 - Suggesting environmentally-friendly transport and accommodation options to delegates where available;
 - Minimising the use of paper and unnecessary consumption of resources at the conference;
 - Donating some of the conference funds to local animal/environmental protection organisations, and
 - Encouraging participants to offset their flights or to consider participating remotely by pre-recording papers or by delivering them live via video-link.

5. In active pursuit of this diversity and inclusion policy we aim to commission an internal audit of this policy and procedure in 2020 and every three years thereafter.

6. Any comments or concerns regarding issues of diversity and inclusion, raised by a member of MAI or by the general public, will be taken seriously by the Board of MAI. Please refer to the current **Procedure in the Case of Discrimination or Harassment**, available at <http://www.mindinganimals.com/about-contact/policies/>.