

YFS2020 General Code of Conduct

Section 1 | Overview

YFS2020 is dedicated to providing a harassment-free and inclusive experience for everyone, regardless of gender, age, sexual orientation, disability, physical appearance, body size, race, or religion (or lack thereof). We do not tolerate harassment of attendees, speakers, performers, presenters, panelists, staff, or volunteers in any form.

Sexist, racist, discriminatory, or harassing language and imagery is not appropriate in the YFS2020 event. Anyone violating these rules may be removed from YFS2020, any affiliate online channels (e.g Zoom, Hopin or Slack), and all future events without a refund at the discretion of YFS2020 organizers.

If you feel you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact an organizer or volunteer. If you can't or don't wish to speak in person, or prefer to talk privately or electronically, contact us yfshelp@yda.org.au or by direct message in Slack or Twitter. All reports will be handled in the strictest confidence.

Please contact YFS2020 event staff at the Help Desk via the Expo or email Alex McLean at alex.mclean@nycinquiry.org.au. We will support anyone experiencing harassment to feel safe for the duration of the event.

For any other feedback, issues, complaints or suspected breaches of the code of conduct, please contact Alex McLean
0401 468 083
alex.mclean@nycinquiry.org.au

Definitions:

Panellist/Performer/Presenter/Speaker - A person who will at some point be publicly addressing one or more attendees to YFS2020

Attendee - You! An Attendee is a participant who is usually not speaking or moderating.

Staff/Volunteer - A person who is either employed by Youth Development Australia (auspice of the NYCA) or is a volunteer for NYCA.

Section 2 | Conduct

In the chat:

- The general chat is open to everyone, please do not have private conversations in the chat.
- Private chat has been disabled to ensure a safe environment for the young people attending YFS2020.
- SPAM and Marketing will not be tolerated. Please respect this space, and if you are going to share something about your work, projects or something of interest, ask yourself if this information will benefit the overall conversation.
- Personal insult is not acceptable by anyone attending, delivering or supporting this event.
- Respect moderator decisions to select questions from the audience (especially if you have brought up something, which, while legal, might be an extremely triggering topic for the panellists or other attendees)

For Workshops:

- Try join the Hopin/Zoom on time (Late arrivals can be disruptive in more interactive settings like workshops)
- Turn off your mic unless asked to speak (the background noise from your mic is distracting to other attendees and panellists even if you aren't talking)
- You may choose if you want to turn your camera on or not (please avoid distractions in your background if you choose to turn on your camera)
- Wait your turn (because there are not as many interpersonal cues in an online setting, use the 'raise your hand' button or put a message in the chat to signal to the moderators that you would like to speak)

Section 3 | Accessibility

Written Material



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- Written material will be available in alternative formats, as required, before and after the event (e.g. large print, audio, word doc, PDF).
- Written material will be available in plain English.
- Signage, presentations and written material will have sufficient contrast levels.

Audio-visual

- Strobming/flashing lights will be avoided wherever possible, and warnings in text and via audio will be played before any strobing lights occur.
- Loud noises and feedback/static will be avoided wherever possible, and warnings in text and via audio will be played before these occur.
- All videos will be captioned.
- Presenters will describe any visual information in their presentations.

Auslan Interpreters

- Auslan Interpreters and Live Captioning will be present at all panels/keynotes/plenaries, and are available on request for breakouts.

Accommodations Available on Request

- Audio-Description (If videos cannot be audio described, the presenter should supply any visual information that a person with low vision may not be able to access in the meeting.)
- Auslan Interpreters for Specific Breakouts
- Any accessibility request will be answered, please email yfshelp@yda.org.au

Section 4 | Inclusion and Inclusive Language

Prepared by Co-Designers for YFS2020, Sneha Challa and Tadc Williamson-Lee.

Disability Terminology

Person-first VS disability-first – the Australian norm for disability inclusive language is person-first language, where the person is put before their disability (IE person with a disability, person with paraplegia, person with ADHD). However, many disabled people, find it unsuitable, and prefer disability-first language (IE disabled person, paraplegic person, ADHD person) as it

centres the fact that the person has been *disabled* by society, or makes more sense grammatically.

Recommendation: Ask individuals what their preference is, and acknowledge the deep history behind many of these terms.

Example: The Autistic community uses many different terms. The Australian norm is 'Autistic person', however it is best to ask the individual what terms they prefer, as 'Autist', 'person with Autism', 'Aspie' are just some of many terms.

Common Terms

Disabled – a person with a disability, which can be any number of things.

Non-disabled - a person without a disability, physical, intellectual, or mental.

Abled/abled-bodied – a person without a physical disability

Neurodiverse – a person with a mental difference/disorder, such as ADHD, Autism, BPD, DID. Depression and Anxiety are not included under this banner.

Neurotypical – a person without a mental difference/disorder, a 'typical' person. People with mental illness who don't have ADHD/Autism/BPD/etc are under this banner still (though this issue is contentious due to a rising status of mental illness as a disability)

Wheel-chair user – a person who uses a wheelchair.

Some common mistakes abled-bodied and neurotypical people make –

Calling wheelchair users 'Wheel-chair bound' – wheelchair users are not 'bound' to their wheelchair, in fact, it increases their mobility and ability to get around in the world.

Including neurotypical mentally ill people under the neurodiverse banner – neurodiverse people are not ill. They have a mental difference but that difference doesn't make them mentally *ill*. Newly mentally ill people who weren't neurodiverse before they became mentally ill are generally still neurotypical (though mental illness does give rise to mental disorders).



Calling a disabled person ‘inspirational’ just for having a disability – it dampens our actual accomplishments, and generally makes people with disability feel uncomfortable. Stella Young had a brilliant 9 minute TED talk on this issue [at this link](#)

In general, before speaking, consider whether this would be something you’d say to an abled-bodied or neurotypical person. If it’s not, it’s likely condescending.

Further Reading:

- [Australian Network on Disability's Article on Inclusive Language](#)
- <https://www.perkinselearning.org/technology/blog/texting-etiquette-low-vision>
- <https://www.perkinselearning.org/technology/blog/how-write-alt-text-and-image-descriptors-visually-impaired>

Pronouns/Gendered Language, Trigger and Content Warnings, Allyship, and Acknowledgement of Country

	WHY	Template/Examples
Acknowledgment of Country	<p>First Nations solidarity should be a priority within all our work. Even though we might not share the same physical space, we are all working and living on stolen land in so called ‘Australia’.</p> <p>More information:</p> <p>https://www.indigenous.gov.au/contact-us/welcome_acknowledgement-country</p> <p>https://www.aboriginalvictoria.vic.gov.au/acknowledgement-traditional-owners</p>	<p>“Before I begin I would like to acknowledge that even though we are meeting virtually, I am meeting from the lands of the Wurundjeri people of the Kulin Nation*. I pay my respects to elders past, present and emerging and any First nation’s folks watching today, acknowledging that settler colonialism is an ongoing structure and that sovereignty was never ceded. That there is no justice without First Nations justice. I would like to encourage everyone watching to pop in the chat what lands they’re meeting from.</p> <p>* change depending on who the Traditional Owners are for the area where your event is taking place</p>
Pronouns/ Gendered Language	<p>Using gendered words/phrases like “guys” or “ladies and gentlemen” may make non-binary and trans folks feel excluded or unsafe in the space.</p>	<p>Non-gendered language can include:</p> <p>-“Hey folks!...”</p> <p>-“Hey everyone...”</p>



	<p>If you're comfortable, share your pronouns when you introduce yourself. Pronouns indicate how you would like to be referred, especially when someone else mentions or is speaking about you.</p> <p>Emotional labour is often put on gender-diverse folks to share their pronouns when they might not know that the space is safe for them to do so - if cis allies can share their pronouns it can help foster an environment where they feel safe to do so too.</p>	<p>One way to share your pronouns could be: "Hey everyone! I'm [insert your name] and i use she/her pronouns"</p> <p>*if you're unsure of what pronouns someone uses it is best to use they/them or their name when referring to them.</p> <p>*if you're a moderator of a panel, you might like to ask folks on your panel to introduce themselves and their pronouns if they feel comfortable:</p> <p>"Before we get started, I might get all the folks on this panel to introduce themselves, what work they're doing and their pronouns"</p>
<p>Trigger/Content Warning</p>	<p>Lived experiences are important to highlight but we want to ensure that they are not re-triggering for folks watching to the best of our ability. We also do not want to assume the lived experiences of any of the folks watching or on the panel, as trauma is multifaceted and trigger/content warnings offer a chance for folks to opt-out if they feel uncomfortable at any time.</p> <p>Trigger warnings should always be put at the start of a discussion, however if a topic comes up that you or folks on the panel may be talking about you can offer a trigger warning before or at the start of talking about that topic.</p>	<p>"Before I start I want to offer a content warning because we will be talking about police brutality, so if anyone feels uncomfortable at any time that's all good, feel free to pop me on mute, watch another panel or step away from the screen, whatever makes you feel more comfortable.</p> <p>Examples can include topics related to:</p> <ul style="list-style-type: none"> -police brutality -seeking asylum -sexual assault/harrassment/violence -r*pe culture, femicide -domestic violence -colonisation, stolen generations -transphobia, homophobia <p>^ this is not an all expansive list, if there is something that you think may be re-triggering for folks it is best to offer a trigger warning before touching on that topic or panel</p>
<p>Allyship 101</p>	<p>Decentering yourself and your</p>	<p>Decentering can look like:</p>



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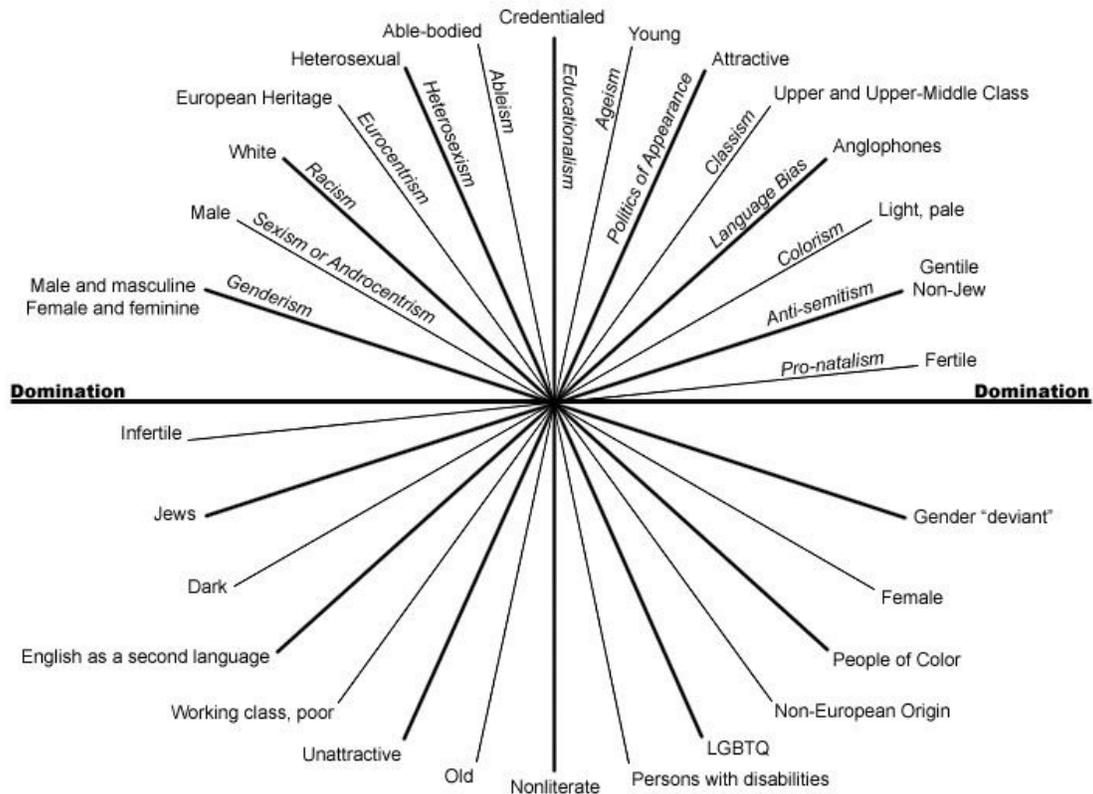
	<p>uncomfortable feelings is the best thing you can do as an ally and the best way to show up for folks without your intersection of privilege.</p> <p>Often panels have people speak for communities they don't share a lived experience or have had proper consultation with. It is important to understand your own positionality and privilege, despite being under oppressive systems and how best you can elevate other people's voices or "hand over the mic" (rather than speak for them).</p> <p>Although elevating is very important, sometimes people do not listen to marginalised folks or will only take information on board when someone of the same intersection of privilege speaks on the same issue. Thus, another way to show up for folks is to be able to highlight their voices and experiences even if they're not in the room.</p>	<p>- "As someone who is White/cis/able-bodied/straight/a settler, i do not think it is my place to comment on this issue"</p> <p>Elevating/"Handing the over the mic" - "I think x brought up a really important point before and i'd really like to hear they're perspective/more if they're comfortable sharing.."</p> <p>"As someone who is a domestic student, even though COVID has affected us greatly - international students are also disproportionately affected by the pandemic and when receiving government support".</p>
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Here is a more multifaceted way of understanding privilege and it's various intersections.



Intersecting Axes of Privilege, Domination, and Oppression

Adapted from Kathryn Pauly Morgan, "Describing the Emperor's New Clothes: Three Myths of Educational (In)Equality," The Gender Question in Education: Theory, Pedagogy & Politics, Ann Diller et al., Boulder, CO: Westview, 1996.



*Although it is useful, the diagram can be limited - for example it does not acknowledge settler privilege or the nuances of anti-blackness within POC communities among other ways that power and privilege are multidimensional within intersections of (structural) oppression.

Section 5 | Terms and Conditions

In these Terms, "you" means the individual attending or accessing the Youth Futures Summit 24-28 August 2020, presented by the National Youth Commission Australia.



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