



## Landworkers' Alliance Safer Spaces Agreement & Accountability Process for Events

**Celebration, open discussion, and participation in a safe, supportive, inclusive space for all who attend and participate is at the heart of the Landworkers' Alliance. You can read more about how this aligns with our vision at [landworkersalliance.org.uk/our-vision](https://landworkersalliance.org.uk/our-vision).**

To make participation in LWA events supportive and non-threatening while encouraging mutual respect, non-violence and community building, we ask everyone to commit to the following principles:

1. Joy and fun
2. Respect and consent
3. Presence and listening
4. Sharing
5. Acknowledging privilege
6. Shared responsibility for self and others

**In practise this means we agree to:**

### **1. Joy and fun**

Fighting together for a better food and farming system is difficult! Which is why we intentionally bring joy and fun to our organising spaces wherever possible. Creating safer spaces is a necessary part of this, so everyone can relax and celebrate together to build our movement.

### **2. Respect and consent**

We respect everyone's names, preferred pronouns, expressed identities, and experiences. We avoid making assumptions, promote mutual appreciation, and understand that no one is required to share information about their identities or experience(s). Recognise that we try not to judge, put each other down or compete. We strive to continually acknowledge the histories and structures of oppression that marginalise some and divide us all. We respect each other's physical and emotional boundaries.



### **3. Presence and listening**

Please show up, on time, fully present, and ready to give and receive. Actively participate. Actively listen. Silence is okay. Do not assume silence is agreement. Give each person the time and space to speak. Be open and respect different opinions, experiences, and learning styles. Commit to hearing each other and creating opportunities for all voices to be heard. Be aware of the language we use in discussion and how we relate to others and ask questions before assuming. The best way to understand the choices, actions, or intentions of one another is by asking.

### **4. Sharing**

Foster a spirit of mutual respect: Listen to the wisdom everyone brings to the group. Share knowledge and skills with our community. No one knows everything. Together we know a lot. "Take space, make space" for all to participate. Be aware of your prejudices and privileges and allow space for all voices.

### **5. Acknowledging privilege**

Think about the space we take up and our own privileges (including less obvious or invisible hierarchies) and who is doing the talking. Racism, as well as ageism, homophobia, sexism, transphobia, ableism or prejudice based on ethnicity, nationality, class, gender, gender presentation, language ability, asylum status or religious affiliation is unacceptable and will be challenged.

### **6. Shared responsibility for self and others**

These principles are daily commitments to ourselves and the wellbeing of those we are sharing this space with. Practice self-care. Be patient and gentle with self. Take care of yourself. If you need to take a break, you can do that. Don't let FOMO (fear of missing out) obscure your needs. Breathe. Speak from your heart.



## Accountability Process

To uphold our commitment to safer spaces, we have a process which aims to uphold these principles and ensures we remain accountable to them. The Accountability Process describes the steps to be taken and consequences delivered if someone is found to be in breach of the Safer Spaces Agreement. These are divided into three distinct 'levels' that correspond to the severity of the incident.

### Step 1 - Checking in: a supportive reminder

**When does this happen?** If someone has said something harmful or acted in a way that perpetuates oppressive stereotypes and behaviours

- **Checking in** is a friendly and supportive way to bring someone with you if they have done something which could be considered harmful, but they weren't aware of this.
- Most people don't intend to cause harm and so it's good to assume the best intentions of everyone initially.
- **Checking in** will offer someone a chance to acknowledge and reflect on their behaviour by letting them know it may have caused harm. Example of this could be:
  - Using the incorrect pronouns for someone
  - Using language that could be considered harmful but the person wasn't aware of this
  - Taking up too much space when other people want to make contributions
  - Shared an article which contain harmful views they weren't aware of

- To **check in**, you could say:

*"Hey Jean, I noticed that Manu said their pronouns are they or them. I know it can be tricky to remember this, I struggle with it a bit myself, but it'd be great if we could both try our best to get it right so they feel really at home and welcome here, since it's their first time!"*

**Who should do this?** Anyone, so we can mutually support each other

- Anyone can **check in** on behaviour that could hurt others, so that we can mutually support each other to learn and grow.



- Active allyship and feedback are encouraged within our social movement in order that we are all mutually responsible for upholding the values and principles of our movement, so doing this should not be the responsibility of the person who was harmed. If you see that someone is being made uncomfortable, step up to support them.
- It's important to acknowledge that this requires emotional labour, and this often falls on people who already experience more oppression and marginalisation.
- If you would like support to **check in** with someone, you can ask firstly any LWA member or staff member, or if you'd like a higher level of support speak to **e.g. the event facilitator or Safer Spaces Captain**.

## Step 2 - Calling out: a reminder with consequences

**When does this happen?** If a person has been **checked in** with and has not changed their behaviour, or if someone has knowingly caused harm

- **Calling out** is a way to respond more firmly to someone who is knowingly carrying out harmful behaviour which carries some immediate consequences.
- This process maintains an aim to be supportive and transformative, with the intention that the person causing harm will be able to continue participating in future in a way which doesn't harm anyone.
- How quickly something escalates from a friendly **check in** to being firmly **called out** is circumstantial and depends on the type of harm being caused, the situation and context it is being carried out, and how much work the group in question has collectively carried out already to develop a shared understanding of oppressive behaviours.
- Steps to **call something out** include:
  - Reiterating the harm: Reminding someone how their behaviour is harmful to others in a compassionate and non-judgemental way which is clear about the consequences of this behaviour.
  - Setting boundaries: In order to reduce this person causing further harm to people, for example asking them to step back from a position of power, or limiting their access to events or spaces.



- Holding them accountable: This could look different depending on the type of harm, but may include being asked to apologise to someone who has been harmed, to contribute to some reparative work, or to take on training by attending a workshop or reading, listening or watching suggested resources.
- Support and resources for people implementing accountability actions are available from the LWA Events Team.

**Who should do this?** Someone running the event E.g. Event organisers/staff/session facilitators

- If you see behaviour you think needs to be **called out**, take your concerns to **someone who is running the event** who will be able to issue the **call out**.
- If needed, they will consult with others who were present to ensure the accountability process is fair, and that appropriate support is available for the person who was harmed and others who witnessed the harm.
- They will then follow the steps listed above to implement some immediate consequences.
- They will also report this process to the **Safer Spaces Captain** so that the **calling out** process can be logged with the **Accountability Response Group** for future reference and for support with ongoing accountability actions.
- These accountability actions will be communicated to other relevant people to ensure they are upheld collectively.

### **Step 3 – Taking action:** all consequences

**When does this happen?** If someone has been called out and their behaviour continues to cause harm and they are unwilling to change, or someone is knowingly causing serious harm where the wellbeing or safety of others is at risk

- If the person's behaviour continues to cause harm and they are unwilling to change, or they are causing serious harm which endangers others, it will be necessary to **take action** immediately in response to this.
- This should be done as a last resort, after all other measures have been exhausted OR if the harm being caused is very serious and checking in or calling out is not appropriate, as at this point the opportunity to hold someone accountable is lost and they may continue to perpetuate the same behaviours in other areas of life or social movements.



- What action is taken is highly context dependant, but things that may be considered are removing the from the community permanently, e.g. revoking their membership, calling in support from external services

**Who should do this?** The Safer Spaces Captain with support from the Accountability Response Group

- An organiser or administrator of the space will inform the Safer Spaces Captain or act on their behalf to take action to immediately remove the perpetrator from the space as an initial step.
- This will then be quickly escalated to the Accountability Response Group (ARG) for an investigation, which depending on the context could involve Safeguarding responses.
- Based on this investigation, the ARG will ensure that appropriate support is offered to anyone who was harmed by this incident to support them to feel able to carry on participating in LWA spaces.
- The ARG will also decide if there are appropriate accountability mechanisms for the perpetrator and may decide to involve other services or agencies to follow up on the incident if necessary.

## Reporting incidents after the event

If you need to report a breach of the Safer Spaces Agreement after this event, you can contact the Space Spaces Captain for the event, or any other person involved in the organising. If you prefer, you can approach another trusted member of staff or LWA member, or contact [info@landworkersalliance.org.uk](mailto:info@landworkersalliance.org.uk), so someone can forward this on to the relevant event organiser. This may be the case if you wish to remain anonymous.

*We based this Safer Spaces policy on the work of [Soul Fire Farm](#), [Occupy](#), [Foodhall Project](#) and [Sisters Uncut](#).*