

Safer space: Creating a safer space for yourself, between yourself and others, within your community, or at an event or a workshop makes it hard for oppression to thrive. It stifles stereotypes, shrinks bias, expands perspective, opens communication, and creates an open learning environment.

The Sedona Wolf Week Conference strives to create an inclusive conference for everyone to share and learn regardless of national origin, ethnic background, race, religious beliefs, gender, gender identity, gender expression, sexual orientation, physical ability, mental ability, ancestry, place of origin, marital status, source of income, family status, or age.

The Sedona Wolf Week Founders are responsible for advising and providing a copy of the safer space policy to all participants, volunteers, and presenters. This policy extends to the various spaces occupied by the Sedona Wolf Week conference. Sedona Wolf Week organizers acknowledge the right for attendees to address concerns related to inclusivity and our safer space guidelines below and to have that concern addressed in a respectful and timely manner.

Please read and adhere to the safer space guidelines below:

1. Sedona Wolf Week has a Zero Tolerance policy for discrimination. If an incident is reported, Sedona Wolf Week organizers will take immediate action, which may include ejection from the conference and/or a permanent ban from all Sedona Wolf Week conferences.
2. Presenters with a known history of sexual or discriminatory violence and/or abuse will not be scheduled to present unless they have participated in a demonstrable rehabilitative counseling or community accountability process, as directed by the survivor and/or victim. Sedona Wolf Week reserves the right to cancel any presenter upon discovering any presenter history that violates our policy.
3. Volunteers with a known history of sexual or discriminatory violence and/or abuse cannot volunteer for the Sedona Wolf Week conference or subsequent events organized by Sedona Wolf Week unless they have participated in a demonstrable rehabilitative counseling or community accountability process. Sedona Wolf Week reserves the right to dismiss any volunteer upon discovering any presenter history that violates our policy.
4. Sedona Wolf Week will try to provide a safe space at each venue where a person can recover from any incident that happens at the venue. If a safe space is unavailable, Sedona Wolf Week organizers will work with the participants to identify ways to make them feel safer.
5. Respect your physical, mental, and emotional boundaries. Stay attuned to your own needs and remember that you are welcome to take space away from the group should you feel that you need time alone or away from the group. If something doesn't feel right to you, please speak up. You may not be the only one who feels that way. If you don't want to talk or answer a question, say so—don't wait for someone to "get the hint." Try to vocalize what you need. Be assertive if possible. If you have a concern with someone, be direct.

6. Respect others' physical, mental, and emotional boundaries. Always ask for explicit verbal consent before engaging or touching someone. Never assume consent. It is important to remember that consent is not always implied, even with folks to whom you are very close. Don't assume the race, ethnicity, culture, sexuality, gender, history with violence, etc. Instead, ask if someone is open to engaging in dialogue. Don't take it personally if someone doesn't want to answer a question. Respect the confidentiality of others. Respect the privacy of information, narratives, and experiences that others share with you. Be aware of the effect your behavior has on others and accept responsibility for it.

7. Assume positive intent. We are all here to learn, and we all have something to offer. Clarifying questions are encouraged. Respect diverse opinions, beliefs, and points of view. Share ideas rather than judgments. 8. Being able to advocate for wildlife is both noble and a privilege. It is critical to understand the history of colonialism when working on conservation issues. There is a direct and correlative connection between the extermination of native wildlife and native peoples, First Nations, and their ways of life. Please be mindful when speaking about "public lands" and the management of wildlife and other public resources by native peoples on their lands. Colonialism is ongoing today and must be acknowledged in our work to protect wildlife and wild places.