



DIVERSITY AND INCLUSION STRATEGY

What is this document?

This strategy aims to ensure that:

- everyone feels safe, respected and comfortable when they engage with Aberacon;
- the people who work here feel safe, respected and comfortable in their working environment;
- the culture of Aberacon is diverse and inclusive.

Who is this document for?

- The Aberacon Board, made up of its directors;
- core staff working for Aberacon;
- volunteers working for Aberacon.

Last reviewed Adolygwyd ddiwethaf	15 April Ebrill 2025
To be reviewed I'w adolygu	30 April Ebrill 2027



OUR PRIORITIES

Aberacon will focus on the four following priorities to improve diversity and inclusion at our event:

1.1 Diversity and Inclusion underpins our everyday activities and strategic planning

We will be successful if Aberacon values diversity and prioritises inclusion, building it into every aspect of our work.

To achieve this, we will:

- Clearly align our strategies to our work programmes;
- Support ownership and accountability for delivery of the strategy;
- Make good use of our data;
- Work with our attendees, the local community in Neath Port Talbot, and the furry community as a whole to keep improving.

1.2 Values-led leadership and culture

We will be successful if everyone volunteering at Aberacon understands their role in advancing inclusion and nurturing an inclusive workplace and parliamentary environment. Senior accountability for delivering this strategy is increased.

To achieve this, we will:

- Develop and equip each other for continued improvement;
- Support and encourage a diverse voice.

1.3 A representative, inclusive place to work

We will be successful if our team reflects the community that Aberacon serves and is representative at all levels in our organisation.

The widest range of people view Aberacon as an attractive, prospective event at which to volunteer, offering a unique, rewarding experience working at what we hope to be a successful furry convention for Wales.

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Our colleagues feel engaged and supported to realise their full potential.

To achieve this, we will:

- Align our strategies to our work programmes using our data;
- Learn lessons from new ways of working.

1.4 An inclusive, accessible convention for all

We will be successful if Aberacon is an inclusive, accessible convention that identifies and removes any barriers that prevents attendees and staff from participating in its activities in a way that is meaningful to them.

The work of Aberacon and its impact is understood by the furry community.

To achieve this, we will:

- Engage with the widest range of members of our community and make Aberacon and its work accessible through different platforms;
- Tailor information about Aberacon to reach a range of audiences.

ACCOUNTABILITY AND FEEDBACK

Please do contact us if you have any ideas or suggestions about our strategy.

Get in touch: info@aberacon.wales

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