

Futures Thinking is a productive intellectual space that allows people from a range of STEM and humanities fields and other interested parties an environment in which to discuss the relation between their subject and the future. We are overtly conscious that the academy can often be a place which excludes people, be that intentionally or via overlooking people's individual needs. With this network we aspire to buck this trend by keeping inclusion at the fore of all our actions. We will ensure that our events are accessible to all, in terms of location, time and format, and that we are providing a platform to people of diverse backgrounds and identities in order to create a productive and inclusionary intellectual space.

Futures Thinking is committed:

* To accessibility as a guiding principle:

In choice of venue for events – ensuring as many access needs as possible are catered for, whether those relate to visible or hidden disability, to caring needs, or other needs; providing as full venue accessibility information as possible in advance of events; allowing participants to state their access needs fully when booking places;

In terms of accessing the content of events – ensuring the means of booking events is accessible; ensuring outputs are presented in as many formats as possible, such as video and transcription; allowing questions to be submitted in advance or through multiple media so that intellectual access and interaction are maximised;

In choice of materials for events – ensuring where possible that materials are openly available online for consideration in advance;

In choice of timing of events – avoiding clashes with caring responsibilities.

* To equality and diversity in terms of panel balance, both in terms of the make-up of panel members and the texts/media being studied.

* To the use of inclusive (including but not limited to gender-inclusive) language wherever possible (so not proscribing quoted speech), including:

always using a person's pronouns, and creating an atmosphere where people feel free but not pressured to state their pronouns;

encouraging speakers and all participants to be aware that we want all our discussions to be free of ableist, sexist, heteronormative language + discourse;

using a group's generally preferred language about themselves where that is clear (for example, "autistic people" not "people with autism") but always ensuring people within those groups can use the language they wish.

* To using content warnings so that participants can always make an informed choice about whether to attend, and in the absence of such warnings can attend with peace of mind.

* To ensuring, where possible, all companies and organizations we use for our events, such as caterers, share our values.

* To doing the simple things like housekeeping right, for example:

advising where the nearest gender-neutral toilets are (and apologising where there are none);

avoiding gender-binary greetings (e.g. using “folk” or “people” instead of “ladies and gentlemen”)

* The provision of a living wage, ensuring that all student helpers, for example, are justly compensated for their time preparing for events.

* The ethical provision of refreshments, for example:

Offering a predominantly plant-based low carbon menu, whilst recognising that this might not be inclusive for all people, and following

the principle that it is better to offer choice than for people to have to ask for it;

Avoiding single use plastics as a general principle but remembering that for some people they are a necessity;

Always having an alternative to alcohol if alcohol is served;

Being accessible for participants with eating disorders, so that food is always low key, and no one who is not able to participate in eating is excluded from any of the benefit, including social, of the network.

This manifesto was written by Futures Thinking co-convenors Alice Billington and Dan Holloway.

Futures Thinking is open to developing our commitments and we therefore welcome all feedback. This manifesto may be used and adapted freely with credit to us.

Please contact us at [futuresthinking\(at\)torch.ox.ac.uk](mailto:futuresthinking(at)torch.ox.ac.uk) with any comments or suggestions.