

BVCIS Community Mastermind Attendee Briefing Sheet

WHEN: Thursday 16th November 12.45-13.45

WHERE: Gallery Suite 1, ExCel London

WHO: This session is aimed at all 'Spoones', that is anyone with chronic illness, disability and/or neurodivergent individuals working in any aspect of the veterinary profession.

1) Where is Gallery Suite 1, and how do I get there?

Gallery Suite 1 is upstairs within the halls hosting the London Vet Show. It is accessed via stairs or a lift in the long wall opposite the main entrances to the show. The corridor containing the gallery suites is quite long and quite narrow and can feel a little cramped if there are people queuing. It can fit a manual or motorised wheelchair or other mobility aids with room to spare. The doors into Gallery Suite 1 are manual; there will be facilitators present to assist with opening them if necessary.

2) What is the room layout?

The room will have round tables and chairs at each table, which can be removed if needed. The room has a big window looking out over the river and the temperature can vary especially in the afternoon as the sun shines in - we would recommend planning clothing-layers and other temperature-regulating aids with variability in mind.

3) Can I stim and/or bring aids?

Yes, you can. This session aims to be accessible to all disabled and neurodivergent people and it is a safe place for mobility aids, physical or verbal stims, stim/sensory aids, headphones/earplugs, light modulating glasses, moving around during the session and anything else you need to enable you to fully participate.

4) Who will be there?

There will be chronically ill, disabled and neurodivergent attendees and facilitators from across the veterinary industry. All people attending will be doing so in their personal capacity, and not representing their employers or their employers opinions.

5) What is the session theme and aim?

The theme of the session is exploring beyond reasonable adjustments to look at utilising the concept of universal design in veterinary workplaces. We know that reasonable adjustments are essential to allow Spoonies to succeed and thrive at work. However, sometimes this can



cause discussions around fairness, often due to the fact that many 'adjustments' would benefit all staff. The aim of this session is to explore the principles of Universal Design and together, consider how it can be applied to veterinary education and workplaces to create fair and equitable workplaces for all.

6) *What is the planned session structure?*

The group will be split into three smaller groups (one per table), each with a different viewpoint to consider. There will be at least one facilitator and potentially a second person taking notes on each table. The session will include in this order:

- a) A verbal introduction to the session
- b) A facilitated discussion within the people at your table about the impacts of utilising a reasonable adjustments approach. One group will discuss the benefits to the individual, another the benefits to the team and the third the potential problems
- c) A whole room discussion to identify common themes
- d) An introduction to the concept of Universal design
- e) A discussion within the people at your table about how we can change our approach from the individual to the whole, from adjustments to mainstreaming support for everyone
- f) A whole room discussion to consolidate our identification and understanding of challenges and solutions
- g) Closing statements from some of the facilitators

7) *What do I need to bring to the session?*

Aside from any mobility aids or accessibility tools you use, very little is required to bring to the session. You will need your lanyard/conference pass to access the session. You can bring pen and paper if you wish but we will also supply post-it notes and pens to write thoughts down.

8) *Where can I find, or ask for, more information that hasn't been discussed in this document?*

You can contact the main organiser Claire Hodgson at claire@bvcis.com or Olivia Anderson-Nathan liv@bvcis.com

Sign up for a place via the London Vet Show website here:

<https://london.vetshow.com/community-masterminds>

It is fine to come along if you don't sign up but if you do then we can email you reminders prior to the session.

