

## Diversity, Equity and Inclusion at the London Vet Show

### 1. Our Commitment to Diversity, Equity and Inclusion

Dear Delegates,

Diversity, equity and inclusion have been central to London Vet Show's mission since its founding in 2009. By uniting passion for animal healthcare and professional excellence, the London Vet Show was created for everyone in the industry.. To succeed in this mission, we focus on creating and improving an inclusive environment where everyone feels a sense of belonging. Where our attendees, partners and communities are united and diverse groups are represented.

To truly be the heart of the veterinary industry, we're increasing our efforts to foster an equitable and inclusive culture in which everyone feels valued - regardless of age, race, ethnicity, national origin, religion, sexual orientation, gender identity, education, ability, or socio-economic status.

At this year's show, we've introduced a range of initiatives and collaborations designed to enhance the experience for all attendees. These measures include physical accessibility initiatives, assistive technology, wellbeing spaces and collaboration with affinity groups to provide hands-on training.

We acknowledge that this is a continuous process requiring a sustained effort. As we move forward, I encourage you to share your thoughts and suggestions on how we can further improve diversity, equity and inclusivity at our event. Together, we can make the London Vet Show an even more supportive and inclusive space for the veterinary profession.

Thank you for being a part of this journey with us!

Kind regards,

Charlotte Ellicott

Marketing & Content Director

London Vet Show

## **2. Resources**

### **EASY READ**

To download an Easy Read version of this webpage's information, please follow this link:

### **VENUE ACCESSIBILITY**

Customers with access requirements are welcome at the London Vet Show, held at ExCeL London. The address is Entrance S3 & S5, Royal Victoria Dock, 1 Western Gateway, London E16 1XL. ExCeL London is committed to assisting those with specific access requirements. For information about accessibility and facilities, please visit ExCeL London's accessibility page <https://www.excel.london/visitor/venue-guide/accessibility>

For further advice please email [accessibility@excel.london](mailto:accessibility@excel.london)

### **EVENT SPACE ACCESSIBILITY**

For wheelchair users, our event features:

- Dropped registration counters
- Designated spaces
- Ramps to stages in all theatres

Additionally, complimentary mobility scooters and wheelchairs are available for hire. For specific accessibility inquiries or requests, please contact our team at [lvs@closerstillmedia.com](mailto:lvs@closerstillmedia.com) in advance, and we will be happy to assist you.

### **EMERGENCY PREPAREDNESS**

We have plans in place to address the unique needs of individuals with disabilities during emergencies, ensuring that all attendees can be safely assisted if necessary.

### **HEARING LOOPS**

All theatres at the London Vet Show are equipped with portable hearing loops, ensuring accessibility to our educational speaker sessions. To use the hearing loops, please approach a member of our theatre staff.

### **DIGITAL ACCESSIBILITY**

We ensure that the website and all digital content are fully compatible with screen readers, making it accessible for visually impaired users.

To improve visual accessibility for all attendees, we encourage speakers to make their presentations more accessible by considering colour schemes and fonts. This includes

using colour scheme guidance for colour-blind individuals and ensuring readable text contrast.

### **AUDIO ACCESSIBILITY**

Assistive technology, such as headsets in open theatres, is available to improve audio clarity for those who need it. To use the headsets, please approach a member of our theatre staff.

### **SENSORY SENSITIVITY ACCOMMODATIONS**

For neurodivergent attendees who may experience sensory sensitivity, we provide clip-on badges as an alternative to traditional lanyards, which can sometimes feel overstimulating. This initiative ensures that all participants can feel comfortable and fully included during the event.

Please head to the registration desk, and a member of staff will be happy to provide a clip for you.

### **QUIET SPACE**

A Quiet Room is available at the London Vet Show in S8 Upper, providing attendees with a much-needed sanctuary from the bustling atmosphere. This dedicated space offers a safe retreat for anyone feeling overwhelmed or overloaded by the event environment, allowing individuals to step away from the noise, reduce sensory overload, enhance their wellbeing, and return to the show when they feel ready. The Quiet Room is a calm, welcoming space designed for relaxation and recharge, featuring dimmed lighting and comfortable seating. Open to all attendees, it is available in S8 Upper on November 14, 2024, from 8:15 AM to 6:00 PM, and November 15, 2024, from 8:15 AM to 5:00 PM.

### **WELLBEING OFFERINGS**

We recognise that wellbeing is a crucial priority. To support this, we offer a Wellbeing Zone that features resources and sessions led by industry professionals. This initiative is designed to equip you with the tools needed to enhance your own wellbeing, promote a supportive environment within your team back at your practice.

This year (2024), Dr Chloe Hannigan BVetMed MRCVS, Founder and Director, VetYogi, is offering a programme that includes 15-minute sessions featuring tailored self-care practices such as yoga, breathwork, and meditation taster classes. These sessions are specifically designed for all veterinary professionals, providing support during the event as well as practical techniques to incorporate into busy day-to-day life.

Find more details here: <https://london.vetshow.com/wellbeing-zone-2024>

## **FAMILY ROOM**

While the London Vet Show primarily focuses on medical content, we understand that some attendees may need to bring their children. Newborns and toddlers are welcome in the exhibition halls if secured in a harness or pram.

For parents attending with little ones, we offer a dedicated family room in S7 Lower, equipped with a fridge, microwave and changing facilities, as well as a comfortable space for breastfeeding and pumping. Please feel free to ask for directions at the Info Point or refer to the floor plan.

To help us ensure your child's safety during the event, we kindly ask that parents planning to bring their children fill out the Bring Your Baby form below before the event.

<https://london.vetshow.com/bring-baby>

## **EMPOWERING DIVERSE VOICES**

Our goal is to create a conference programme that is diverse and representative of the wide range of voices and experiences in the veterinary industry. We encourage speakers from all backgrounds to share their insights, fostering a rich dialogue that reflects our commitment to inclusivity and the diverse perspectives that drive our profession forward.

We invite all veterinary professionals to get involved in the conference programme by submitting proposals through our Call for Speakers page

<https://www.vetshow.com/call-speakers-2025>.

## **COMMUNITY MASTERMINDS**

Community Masterminds are a dedicated space for groups and communities to gather live, engage in discussions on issues specific to their interests, all within a safe and inclusive environment. This year's diverse range of sessions includes topics such as racial and ethnic diversity in veterinary education, career progression for parenting professionals, contextualised care theory, female entrepreneurship, and LGBT+ equality in the veterinary field.

View the full Community Masterminds programme here:

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

If you're part of a community that you'd like to see featured at the London Vet Show Community Masterminds, please get in touch with us at [lvs@closerstillmedia.com](mailto:lvs@closerstillmedia.com)

## **SUSTAINABILITY COMMITMENT**

The London Vet Show, held at ExCeL London, strives to improve its sustainability and processes to creating a positive impact on our community and the environment. ExCeL is proud to be carbon neutral, utilising 100% renewable electricity, sending zero waste

**Commented [GM1]:** With out being rude, is the word 'committed' the right word to use here - committed sounds like we have a panel who reviews or processes, materials etc and we're not at that stage yet even though we have steps in place to improve, i think committed is a strong word for our individual effort at this time, when we have more we could do etc? Somethign like, strives to improve, or learning and researching, makes it clear we're not 100% sustainable yet, but we're reviewing and improving to get there

to landfill, and achieving the internationally recognised PAS 2060 status. For more information on their sustainability initiatives, please visit ExCeL London's Sustainability Page - <https://www.excel.london/visitor/sustainability-and-legacy>

#### **CALL TO ACTION**

We encourage all attendees to actively engage with our Diversity, Equity, and Inclusion initiatives during the event. Please share your experiences, suggestions, or any challenges you encounter by contacting us at [lvs@closerstillmedia.com](mailto:lvs@closerstillmedia.com). Your insights are invaluable in helping us create a more inclusive environment for everyone in the veterinary community.

#### **CONTACT INFORMATION**

For inquiries, suggestions, or feedback regarding our DEI initiatives, please contact us at [lvs@closerstillmedia.com](mailto:lvs@closerstillmedia.com). We welcome your thoughts and are committed to addressing any concerns to enhance our efforts toward diversity, equity, and inclusion.