

Objective - What Specific Goals Do We Have?

Make the war an enjoyable experience for as many people as possible by cultivating a community of inclusion and diversity.

- Identify and address the diverse needs of the 4 Host Kingdoms' communities
- Improve communication and Officer coordination
- Improve Populace sentiment and understanding of accessibility and DEIB efforts/responsibilities
- Increase participation from other leaders via volunteer support efforts (which include training)

Scope - What Specific Actions Do We Take?

- LGBTQIA camping
- Special Needs Camping
- Transgender-friendly shower facilities
- Volunteer Training in ADA policy
- Facilitate accessibility across the site
- Work alongside other Officers (inc. DEIB)

Key Steps - How Do We Accomplish Our Objective?

1. Nine Months Before Gulf Wars

- a. Determine challenges and triumphs from the previous War
 - i. Calibration meeting - bringing in documents and in person sentiments to decide strategy, comms, and additional focal points that are yet to be specified for this and future events.
 1. Determine attendees
 2. Determine cadence
- b. Determine DEIB special projects, timeline, and activity roadmap
 - i. Example: Service animal recreation area
 - ii. Example: Temporary or permanent benches
- c. Determine Communication infrastructure- specifically using tools/devices. Testing, training, and risk mitigation before launch at the event.
- d. Solidify interkingdom DEIB teams, with written standards for availability, communication, and effort.
 - i. Establish distributable materials - schedule, timeline, and checklist(s) for teams - including team members, tasks, and timeline.
- e. Budget and prepare any fundraising necessary to supplement DEIB special projects

- i. These funds cannot be raised for permanent changes to the site in any way - they must be temporary improvements.

2. Six Months Before Gulf Wars

- a. Review the Standard Operating Procedure
- b. Pay out funds from fundraising to supplement DEIB special projects
- c. Reach out to aligned Officers to prepare for recruiting and outreach
 - i. Accessibility
 - ii. Accessibility Camping
 - iii. Training
 - iv. Event Stewards

3. Three Months Before Gulf Wars

- a. DEIB Team progress check in
 - i. Finalize projects
 - ii. Recruit support to complete specific objectives before 1 month check in
 - iii. Evaluate team functionality and address before 1 month check in
- b. Pay out remaining funds from fundraising to supplement DEIB special projects

4. One Month Before Gulf Wars

- a. Finalize populace and Officer surveys
 - i. Double check these surveys one week before Gulf Wars

5. During Gulf Wars

- a. Regular check ins with aligned Officers to monitor activity or issues
- b. Participate in scheduled activities for DEIB
 - i. Meet and greets, socials, open panels

6. After Gulf Wars

- a. Prepare and disseminate a report regarding the war and DEIB efforts that reflects challenges and opportunities.
- b. Assess and update this Standard Operating Procedures every year to reflect changing needs and opportunities.

Accessibility Department

Accessibility Services is a liaison service that will aid those who have mobility, visual, auditory or other challenges to make the most of their time at Gulf Wars. To that end, we plan to be available and on call throughout war to be of assistance as needed; to solve problems and address concerns that may come up; and to anticipate needs that might otherwise go unaddressed.

Training Volunteers to Accommodate Accessibility

Disability should not be a barrier to volunteering:

- What accommodations need to be made?
- The safety of all parties needs to be considered.
- Volunteering should be within the person's abilities; ie. if someone has mobility issues,

volunteering at Sanitation might be difficult. If someone has hearing issues, being given a radio at Watch might not be the best plan.

A service animal should not be a barrier to volunteering:

- A service animal may accompany their person to most volunteer positions. Care should be taken to be sure that the service animal is not put into dangerous situations; ie. tight leashed when on golf carts, aware of horses, etc.
- A trained service animal is not disruptive. They are not distracted by food. Their full attention is on their personal; often they will lay by their side as their person does their volunteer job.
- A service animal does a particular job. Staff may ask what that job is but may not ask what the person's disability is.
- Dogs and miniature horses are the only service animals recognized by the ADA. All other animals fall under the purview of comfort animals. Comfort animals do not take the place of service animals and will probably not be allowed to assist during volunteering.
 - If a service animal becomes disruptive during their person's volunteer shift, they can be asked to leave as per the ADA, but that trial period must be given. It is on the person to make sure their dog is trained and controlled. Disruption can include, but is not limited to: excessive barking not related to the animal's job, stealing food, wandering away from their person, or lunging/aggressive behavior towards people or other dogs or animals.

Disability should not be a barrier to fun:

- Silent heralds might be available to 'borrow' for Merchants Row from time to time. Otherwise, it would be wise for merchants to keep pen and paper for communication if needed.
- Accommodations could be made so that people can enjoy an activity as much as possible, as long as the accommodations can be made safely; ie. A wheelchair bound rapier fighter may need someone to push who is also armored; beeping targets at archery; a silent herald at the Bardic Stage, etc.
- Mobility devices are encouraged. Reasonable accommodation can be made to aid in this; however, Kings Arrow Ranch is a sandy site, and it may sometimes be difficult to get through that. When it rains, it can be quite muddy. The site owners are aware and do try to put down gravel when it is needed, but one must be aware that the site is sometimes difficult. One can also utilize Transportation/Gulf Karts to get around on site.

Impact - What Impact Do We Hope To Make?

- Well-organized DEIB team, improved event support and staff training/execution via Officer coordination, facilitating improved accessibility as reported by attendees/participants.

Points of Interest

- Temporary wooden benches - Foxes Den Camp
 - Place one bench at each of the points indicated on the transportation map

- (purple dots), two benches are reserved for Accessibility Camp
- o Please remove from these areas at the end of war and return to Foxes Den Camp

