

## **Code of Conduct Transparency Report Evolution 2022**

This was drafted by Brian O'Meara and Andrea Case based on information from Kerrell Dunsmore, our safety officer.

For the virtual meetings, there were conduct moderators in every session (often doubling as session moderators) to help handle any issues (such as "Zoom bombing," though the meeting used XCD's proprietary system) as well as make reports. There was an on-site safety officer (Kerrell Dunsmore) for the in-person meeting, and she was also on call to handle issues in the online meeting.

### **Covid Safety**

In order to reduce risks, all in-person meeting participants were required to provide proof of vaccination at the time of registration. All attendees were required to wear masks inside the convention center, with the exception of a dedicated room for coffee and for the speaker in large ballrooms.

While anyone could make reports about lack of compliance, we created a dedicated form so that Evo Allies, who have been trained to help create a safe environment, could report and also learn about repeat offenders (who would have been asked to leave). There were a handful of times people needed to be reminded but no actionable reports.

As a financial incentive for people who got covid to report this and choose not to attend (attending with active covid was also against the code of conduct), there was pro-rated reimbursement for registration costs for attendees who reported becoming positive for covid. This was used by multiple individuals.

### **Other Incidents**

There were no actionable reports of potential misconduct to investigate at the virtual or at the in-person meeting. We also did not hear of any non-actionable reports (to be actionable, a report must not be made anonymously, but in past years there have been rumors of incidents on social media or similar that could indicate general issues).

### **Code of Conduct Committee's Assessment**

Overall, the meeting was seemingly uneventful. This could reflect unawareness of or lack of trust in reporting procedures, but there was signage as well as information for all registrants to increase awareness. The in-person meeting was also approximately half the size of past meetings.

We were concerned that asking conduct moderators to also be session moderators might lead to issues with too many tasks to perform; in practice it seemed to cause no problems.

Traditionally, Evo Allies' role has been just for helping to de-escalate and make reports (though any attendee may make a report). We added a protocol this year that would have allowed them to ask an attendee who repeatedly chose not to wear a mask to leave as a short term measure (to then go to the safety officer for review and then sanctioning committee). This was not utilized. It is not an ideal policy (Evo Allies are intended to be peers, not enforcement) but with hundreds of attendees across many separate rooms it would be hard for any other mechanisms to scale.

Despite safety procedures at the meeting, several people still got covid. This could have occurred in travel to the meeting, at events outside the convention center (such as dining indoors), and of course transmission within the convention center (masks and vaccination do not guarantee lack of transmission). Masks also make the meeting more difficult for people who benefit from reading lips, but more accessible for people with risk factors that make covid especially dangerous for them or their families. There were extensive discussions leading to the decision to require masks and vaccination, including these tradeoffs.