

## Inclusivity Statement

The Queery is a co-operative Queer space, meaning we all take accountability in the decision-making process, making it a space by the Queer community for the Queer community. We run entirely on donations, alongside membership subscription payments. In mid-2023 it came to light that The Queery was not as inclusive as it could have been, passively dis-including the Black and PoC communities in Brighton and local areas, where it mattered the most. This resulted in an unfortunate, but understandable community-led boycott of the space.

Since then, we have been dedicated to working with an Anti-Racist reform consultant to learn, acknowledge and commit to reforming The Queery over time at an organisational level to fulfil its true purpose as a diverse Queer cooperative, community and events space.

*“We are dedicated to providing an environment that is as supportive as it can be through it’s open-door policy - anyone should be able to feel comfortable here”*

We have recently formed a new board who align with our new co-operative mission. As a co-op we believe that inclusivity should be paramount, and we are now continuously striving to be more inclusive by restructuring our internal procedures to create inclusive practices internally and across the board. We hope that this will begin to acknowledge the absolute necessity of the space to be welcoming and accessible to and for the PoC and Black queer communities across Brighton & Hove.

*“It is important as a co-op formed of mainly white people that we accept our privileges and roles in being able to support further marginalised people. Collective resistance means having solidarity and leaving room to learn how we can support the whole community.”*

For our current board members, the focus over the next two years is to tackle ignorance and bigotry as the only cooperative café, bookshop, and event space for *all* Queer people. It would be an honour to share space and engage with the most marginalised groups in the city, as we understand how important it is, especially in our current political climate. With a population of only 26% PoC, we understand the importance of providing space, resources, community support and opportunities to meet peers and for all to feel included.

*‘We want to recognise the racial bias in this town and how we have played a part in it. Doing this anti-racist reform is allowing us space to sit in the discomfort, but also think of ways we can be active in supporting marginalised groups. We have seen a recent shift in the space already with our events hire currently being 35% PoC which is amazing. We know that this is and will be continuous work.’*

We would love to have your support in joining our cooperative and to volunteer with us, for everyone to feel comfortable across all privileges, minorities and intersections within our Queer community.