

# 3.1. Values and principles

Organising convenings, events and meetings requires a framework of values and practices with a strategic use of ICTs and communications, coupled with an [intersectional](#) approach in the overall [design process](#).

While this convening manual has been written for APC staff, we encourage team members to use these guidelines for working with member and partner organisations as well. We cannot make decisions for member and partner organisations, but can provide support and guidance in relation to collaborative work and sub-granting with APC.

The manual offers a systemic approach to how APC coordinates and organises convenings – in-person, hybrid and online. Indication on how to choose the right convening format as well as specific workflow and tasks for online and hybrid convening can be found throughout the manual in the interlinked guidelines on [online convening](#) and [hybrid convening](#).

## Values and principles

APC staff members need to consider values and principles in making decisions about travel either individually or as a team, and the following values and principles can be used as a basis to help us make decisions together with member and partner [organisations we work with](#).

- When it comes to in-person convenings, the benefits of being able to spend time together face to face are enormous. The comfort, strength and solidarity that human physical connections bring are sorely needed in responding to the pain, stress, fatigue and anxiety people face in work and life caused by the increased instability in the world.
- Hybrid convenings offer a rich and blended experience of virtual and face-to-face opportunities for engagement. When possible and safe, APC encourages hybrid/face-to-face gatherings provided we can be mindful of the broader interests of all of those affected by the decision.
- We consider very carefully the cost benefit of participating in all convenings, including those we ourselves host, not only in light of health pandemics but also recalling our commitment to be more considerate of our environment – our role in causing damage to the environment through unwarranted travel – and the impact of our “sector” – the ICT and internet sector – on the environment. This includes considering online and hybrid convening options as alternatives to face-to-face ones.
- We have a duty of care to ourselves, participants, resource people, communities where we host convenings and our friends and families at home. The safety and security of participants must be top priority. We are mindful of our responsibility to care for ourselves and those we may pass infections to, through travel.
- We share our experiences, guidance notes, policies and practices with our member and partner organisations to support them in their decision-making processes around hosting

convenings, participation and travel. We do this in solidarity and towards deepening the understanding of and building a culture of collective care, but also being mindful and respectful of their decisions.

- In any decision we make, we are mindful of the increased discrimination, xenophobia, racism and paranoia that is ever present and how all this is impacting people differently, depending on local contexts, and public and global health policies and practices.
  - In any decision we make, we are mindful of not excluding those unable to travel or where travel is not possible, particularly of those who consider it unsafe to travel.
  - APC does not make decisions about travel for member and partner organisations in relation to convenings they host, but does encourage staff working with member and partner organisations to consider this manual and associated policies and guidelines in decisions regarding travel and event hosting.
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