

# BiCon 2022



Handbook and Timetable



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## Contact details

**Venue address:** Leeds Beckett University  
- Headingley Campus. Church Wood  
Avenue, Leeds, LS6 3HF

**Team/desk phone:** 07984 906 534

**Email:** [biconuk2022@gmail.com](mailto:biconuk2022@gmail.com)

## Desk Hours

**Thursday:** 4pm - 10pm

**Friday/Saturday:** 9am - 10pm

**Sunday:** 9am - 2pm



# Welcome to BiCon

Hello and welcome to BiCon 2022! If you've been to BiCon before you may know what to expect, but every year is a bit different and we hope you'll get some pleasant surprises. If you're new to BiCon, welcome! Welcome also if you have only been to Bicon online before, and are now attending in person. Either way this handbook contains a lot of information that may help you enjoy your BiCon, so please do take the time to read it.

This year it's been a bit of a rocky road getting to BiCon, but thanks to a lovely team and all of our fabulous volunteers we've made it, and we hope you like the results. If there's anything you think is missing or you'd like to do differently, do let us know. If it's something we can reasonably do this year we will try our best, and if not, you can always put it on your feedback form for teams to consider in future years.

And of course, you can always volunteer to make it happen yourself. BiCon is entirely run by volunteers, and none of us started out as 'experts', so we do our best to encourage volunteers at all levels. Ask at the desk, email us or drop us a note on Discord if you want to help out or tell us if you want to organise something so we can tell other people. From impromptu session ideas to picnics in the park, it can take very little effort to make something cool happen. And before you know it you could be growing your own local group or even helping create future BiCons and enjoying it!

Anna, Bethan, Daria, David, Katy, Olli, Rachel, Ruth, Sophie and Yvonne, the BiCon 2022 team

## Credits

Many thanks to Karen and the lovely conference team at Leeds Beckett University who helped us deal with everything. All the team have friends and partners they'd like to thank for putting up with us, for supplying tea and coffee, and for telling us to get off the computer and eat and sleep.

Thanks to: Fennec for graphic design; J Allan Dale for our lovely squirrel logo design; Tea for the audio version of our Code of Conduct; The Equality Network for running our anti-racism training; and Rowan for advice and support on what is and isn't important when running a BiCon.

And we'd like to thank all the session facilitators and the many other volunteers, who are what BiCon is made of. We very literally wouldn't have a BiCon without you all.

And finally thanks to all the many past BiCon teams for writing the text for past handbooks from which this has been liberally cribbed.



# About BiCon

BiCon is a weekend-long gathering for bi+ people, their friends, partners and others with a supportive interest in bisexuality. Held in a different UK location and run by a different volunteer team each year, BiCon is the single biggest event in the UK bisexual calendar. We don't all use the labels "bi" or "bisexual" – some of us use pansexual or other labels – and we rarely agree on what it means to be bi. In the end, though, bi+ identities are the common theme.

2022 will be the first in-person BiCon since 2019 and we are expecting around 140 participants, many of whom are at BiCon for the first time. So if you're new, you're not alone! Some people will be attending online from somewhere else, but even if you're at BiCon in person, you can still join the online sessions from the campus if you want to.

We have over 40 sessions for you to choose from, many of them blended (in-person and online) and others, as well as the workshops, for attendees in person there is also the BiCon Ball on Saturday night, craft and games spaces where you can have a go, and the bar and music every night. There are also opportunities for online entertainment and socialising. BiCon is different for everyone, and different every year, but we hope you all find something for you, and come back next year!

## The Rooms

Our sessions and other events are held across two buildings, two Zoom accounts and one Gather space. For maps, see the end of this booklet

We have a set of session rooms in Cavendish Hall, which is near the accommodation. They are named after animals that have been seen to exhibit bisexual behaviour: **Bonobo, Dolphin, Goose** and **Scarab**. Also in the Cavendish block is the **Quiet Room**, where you can go to get away from the noise of BiCon for a bit.

We have two rooms in the James Graham building: the **Lecture Theatre**, where the announcements and full-convention plenary sessions happen, as well as several other sessions and the **Acre Room**, which has our stalls and craft area

The session buildings surround **The Acre**, a lawn where we will have picnics and to which some sessions may move to be outdoors, weather permitting.

The Campus Central building has the **Food Court** for breakfast, the **Games Room**, and the **Bar** for evening entertainments.

We will have two **Zoom** accounts running for some or all of BiCon. These will run sessions throughout the day, and some events in the evenings. Links to these will be provided by email to attendees during BiCon. Anyone attending BiCon is welcome to join the Zoom sessions, even people attending BiCon in-person who can join on laptops or their phones.

We also have a **Gather space**, which will run throughout BiCon. A link to this will be provided by email to all attendees.



# Communications

## Online

For the most up-to-date information, check the web site at **2022.bicon.org.uk**. We may also send out announcement emails to attendees during BiCon if we have any urgent messages, especially ones that we would like online attendees to see.

## In person: Info and registration desks

The info desk is the place to go to find out the latest news, and everything else. There is a copy of the schedule near the info desk.

There is also a noticeboard for announcements in the reception desk area. If you have volunteered to help out at BiCon, please come to the registration desk at the start of your shift. Volunteering for a shift on the desk is a great way to meet people too.

## Announcements

There will be announcement sessions in the Lecture Theatre on Saturday and Sunday mornings, and also at the Opening and Closing Ceremonies. If you want us to announce something in one of these, please contact the team beforehand or put a note in the postbox (see below). We'll use our discretion on what needs to be said in the sessions, as we want them to be short and relevant to the whole of BiCon.

## Organisers' postbox

There will be a postbox at the BiCon Registration Desk that we will check at least once a day, and sometimes more often. It can be used for anything you want to communicate to the organisers (and perhaps also to the whole of BiCon). For example:

- A suggestion.
- A problem you want us to be aware of.
- Something you want to tell us anonymously.
- Reports for the Conduct Team.
- Something you'd like announced at a plenary.
- How much you're enjoying yourself!

Leave your name and a way of contacting you (email, phone number) if you want us to get back to you. If you particularly do want or don't want your message to be mentioned or read out at the announcement session, please say so; otherwise we'll use our judgement on that.

## Phone

You can contact us on 07984 906 534. When the desk is open, this will go to the desk volunteers. When the desk is closed, the BiCon team member on duty will have the phone. Please bear in mind that we need to sleep too, so the phone may be turned off at night.



# Meeting People

You are not alone! Approximately a third of BiCon attendees each year are here for the first time, so even though you might feel alone when you arrive, it won't be long before you meet people. We've all been there, and we try to make sure that there are some icebreaker-type opportunities to help ease things along.

It isn't unusual for people to be nervous at being at such an event or to wonder if they fit in. We bisexuals are used to not always fitting in. There are sessions for newbies or places set out for socialising to help. There are places to just be around people doing crafts or dancing or something and no conversation is required.

## Badges

At BiCon, we all wear a name badge. Some people also put stickers on their badge to show things that they are interested in – these can be found on the registration desk. If someone is up for a conversation, these stickers can be a good conversation starter.

## Sessions

Most first time BiCon attendees spend a lot of time in sessions, this way they get to meet a lot of new people in a short space of time. You can approach people you've met in a session afterwards and see if they want to have a conversation, and you can also ask others about what sessions they've been to.

## Craft Space

The Acre Room in the James Graham building is a designated craft space. You'll typically find people in here hanging out, it's a great place to start conversations with people you haven't met whilst also doing something relaxing.

## Topic Tables

On Thursday evening from 6pm to midnight the bar will be open for socialising and drinks. We'll provide Topic Tables, which means some of the bar tables will have suggestions for things to talk about. There'll also be a No Talking Table for those who would rather not, and plenty of tables that aren't topic tables.

## Meeting others online

There will be a Gather online meeting space running throughout BiCon, and a dedicated Discord server for the event. Details will be available at the notices near the reg desk.

## Want to help?

BiCon is run by volunteers, and we are still looking for general helpers for the event – staffing the reception desk or being a 'gopher' (general helpful person). Ask at BiCon reception or email us if you'd like to help. Volunteering is a great way to meet people, especially if you are at BiCon for the first time.



# Staying on Site

## Keys

Keys must be returned and rooms vacated by 10am on Sunday. BiCon will be charged for lost keys and will pass this charge on to attenders.

## Luggage

You will be able to store your luggage between check out time and the end of BiCon. Please ask at the registration desk.

## Kitchen equipment

Please don't take the flat's kitchen equipment out of your flat. Wash it and leave it in the kitchen when you leave. BiCon will be charged for any breakages or losses so please let the BiCon desk know if anything gets broken. We will try to avoid charging for minor breakages, but we need to know about them.

## Breakfast

Breakfast on Friday, Saturday and Sunday is included in the price of your accommodation. It will be served in the Food Court in Campus Central between 7am and 10am.

## Behaviour in flats

Please be considerate of the people you are sharing a flat with. The Code of Conduct rules on public nudity and other behaviour applies to behaviour in public areas of your flat.

If you want to hold a party in your flat you need the consent of everyone staying there since some people are likely to want peace and quiet.

Unless you've agreed on party times with your flatmates please try to be quiet after 10pm; close doors quietly; don't talk outside bedroom doors and avoid noise in kitchens.

If your flatmates or other people ask you to keep the noise down, please do so. BiCon will ask people to be quieter if we have to, but we would much prefer not to have to.

## Smoking

In England it is illegal to smoke in any workplace, which includes all University buildings. To ensure that smokers can co-exist with people who need to avoid smoke for access reasons BiCon and the venue enforces no-smoking and smoking zones. There are dedicated smoking areas available outside each building. Please don't smoke anywhere else on site because venue security will tell you off and move you on.



# Entertainments & Social Spaces

## Thursday

In the bar: on Thursday evening from 6pm to midnight the bar will be open for socialising and drinks. We'll provide Topic Tables, which means some of the bar tables will have suggestions for things to talk about. (There'll also be a No Talking Table for those who would rather not, and plenty of non-assigned spaces.) If you want to bring knitting, board games, etc along, do feel free. We will play some 1950s-60s type music during the evening in the dancefloor area.

## Friday

### In the bar:

- On Friday evening the bar will be open 6pm to midnight again.
- From 8.30-9.30pm we have a live musical performance from the lovely Patrick Carr (they/them).

From 9.30pm onwards we'll have a DIY silent disco. This means that you bring your own phone and earbuds, or whatever you use to play music, and we all dance together while playing our own music. It's a lot of fun and also means people in the bar can chat more easily. We plan to host a corresponding Zoom event so virtual attendees can join in the silent disco too (again providing their own music). You can also dance outside the bar, or really anywhere you like!

## Saturday

On the lawn: On Saturday lunchtime from 12.30pm we'll have a picnic on the lawn. All welcome, we'll provide some food and drink but also encourage you to bring your own.

In the bar: On Saturday from about 5pm we'll be getting ready for the ball in the bar – helpers welcome (especially ones who are tall and/or good at crafts, because Katy is a bit lacking in both those departments.)

On Saturday evening the Ball will run from 8pm to midnight. The theme is Magical Nature. Some people wear fancy dress, some don't – it's entirely up to you. There will be music from our DJs throughout, and again we'll have a Zoom event running alongside.

There may or may not be a giant nest, sarcastic affirmation trees, fairies, and the feeling of being in a slightly ramshackle indoor forest.

If dressing up, please avoid cultural appropriation – if worried, email us on [entsbiconuk22@gmail.com](mailto:entsbiconuk22@gmail.com) to discuss, or there are useful guides online.





## Sunday

On Sunday we will raffle off some of the Ball decor (there may be a lot of soft toys looking for a home), and then we encourage everyone to bring out their leftover food for a big communal picnic before we go home.

### Throughout the event...

The room above the bar will be open for general use, games etc. It's accessible via stairs or a lift from behind the bar.

The quiet room is available 9am - 8pm and the lawn and the area outside the bar are available at all times.

The crafts and stalls room will be available throughout.

### Online entertainment and social spaces:

There is a Gather space available at all times, and as above, we plan to host a Zoom event on Friday and Saturday nights. Links will be provided to registered attendees – please do not share them.



# Code of Conduct

When you attend BiCon 2022 at the venue (in-person) or through your computer (online), you agree to follow this Code of Conduct.

This Code of Conduct has been built over several BiCons, and Adeola (a-takisanya@outlook.com) has recently revised parts of it. This year, we have tried to find a balance between including everything and making it easy to read.

## Why do we need a Code of Conduct?

People come to BiCon with different experiences and different ideas of how they should behave and how others should behave. A Code of Conduct makes it clear what is expected from everyone (including organising team, workshop facilitators, volunteers, attendees) during BiCon.

We all need to remember the Code of Conduct, and we need to remind each other of it. That way, we can all have a great experience. Most importantly, we need to be fairer to people who we have let down in the past.

This Code does not cover everything. Organisers are allowed to ask for things which are not in this Code. Organisers are volunteers as well as being members of the BiCon community. They will try to deal fairly and respectfully with any issue that someone brings to them – especially those relating to areas like racism and classism where BiCon has let people down in the past (see below for definitions).

## Admission to BiCon

**For the in-person part of the event:** you will be given a BiCon pass (a badge with your name and a number on it) when you arrive. You should wear your pass to all events, and make sure it is showing. If you don't, you might not be allowed into BiCon spaces until it is showing.

BiCon passes have numbers on them, and you can't give yours to someone else. If you give your pass to another person, you are cheating BiCon out of money.

**For the on-line part of the event:** when you book, someone will send you a room code to your email address. Do not share your room code with other people, because the organisers need to know that each person has a contact email address so that they can contact them if they need to.

If two or more people will be sharing the same screen (and if the second person is not just acting as a carer or an interpreter), we will ask each person to book their place separately.

## Health and Safety

Everyone is responsible for themselves, their actions, and their own health at all times during BiCon.

You do not have to stay in any sessions. If you leave, please do it quietly. You do not need to tell anyone you are leaving.

If you have any concerns about a session (whether you left it or you didn't), please contact the organisers. We really want to hear from you (see the 'reporting concerns' section below).



## Consent and Anti-harassment

No one at BiCon should be put under any pressure to join in with things they do not want to do. Things they might not want to do range from a chat through to any kind of touching.

It is fine to ask someone once if they would like to do something. For example, you could say "Can we chat privately?". If you keep asking even after someone has said no, this is harassment, and it is against this Code.

If someone asks you to leave them alone, leave them alone. If someone is not saying yes keenly, then they are not giving consent and you should also leave them alone.

If you are uncomfortable asking someone to leave you alone, you can ask someone who is wearing a purple sash, or a member of the BiCon team, to ask them for you.

## Sexual Harassment

It is particularly important to be aware of sexual harassment. Sexual harassment includes a range of ways of acting, from saying or asking things that are sexually suggestive through to touching someone in a way that they don't want you to. See more examples in Appendix 1.

It can be very difficult and uncomfortable for someone to clearly say "no". This is especially true for women and people who have been brought up ('socialised') as women. They have often been taught to put up with things they are unhappy with so as to be polite. It is also especially true for people who have had horrible things happen to them (traumatic experiences) in the past, when saying 'No' has led to abuse.

Every person at Bicon should look out for when someone is saying no, even if they aren't saying it out loud. Everyone should look out for when someone is not giving

consent (see examples in Appendix 2).

In all BiCon spaces, including our private Zoom rooms, on Discord or anything else, the words: "no", "stop", "don't do that" or similar words and phrases will be understood to mean exactly what they say (taken at face value) by the BiCon organisers and volunteers, regardless of the context or intent.

## Common tricks of sexual predators

Sexual predators are people who try to exploit or abuse other people in a sexual way. Often, sexual predators will test out what is acceptable to a group or to a person by making sexually explicit 'jokes'. This lets them see how far they can get, and to see how likely they will be able to pressure people into uncomfortable situations. If someone else challenges someone like this, the person will pretend that it was all a joke or a misunderstanding. For these reasons, BiCon will listen to its attendees, and we will not allow "I was joking" or anything else as an excuse for misconduct.

## Public Behaviour

BiCon should be a place where people feel free to express their sexuality, but it is not a sex or fetish party. We ask you to keep any overtly sexual behaviour in private, and out of the public areas. Please act in public in a way that is normally publicly acceptable.

The people you need to ask for consent (whether they are OK with what you are doing) includes anyone who is watching as well as anyone who is taking part. Remember that this may include not just attendees, but people who work at the venue and the general public.

BiCon supports people who breastfeed their children. Do not make negative comments if you see someone feeding their child.



Everyone needs to have their bums, nipples (apart from people breastfeeding) and genitals covered at all times in all public BiCon areas. Some sessions may be counted as private areas; these will be clearly marked as private.

BiCon is an adult event and there may be mention of sex, swear words, or talk about upsetting experiences in BiCon spaces (except in some particular sessions that are suitable for children). If you don't want your child to hear those things, it is up to you to prevent that, for example by avoiding the space. If you are attending online BiCon and you don't want someone in your room to hear those things, it is up to you to prevent that, for example by wearing headphones.

BiCon is committed to being a safe place. Shouting or swearing at people is never allowed for any reason.

### Things that apply just to Online BiCon

Even if you have video off on Zoom, please do not \*say\* that you don't have clothes on. You do not know how others might react to that.

You are responsible for what other people online can see and hear behind you. Please turn off your video or mute yourself if something inappropriate is happening in the background (like someone walking around with no clothes on, or a heated argument).

### Things that apply just to In-person BiCon

When you walk around, do not touch anyone without asking them first, and do not touch anyone's disability aids (wheelchairs, sticks, etc) without asking.

We don't allow animals on-site, except for assistance animals (such as guide dogs).

## Alcohol

BiCon is not an alcohol-free event, but we do have areas where alcohol is not allowed, because some attendees need this (it is an access issue).

- No alcohol is allowed in in-person workshop sessions. No one who the session organisers can see is drunk will be allowed into sessions.
- ☒ There will be clearly marked social spaces that are alcohol free at all times.
- ☒ If you are going to online BiCon and you want to drink alcohol, please drink it from something people can't see through, such as a mug. Don't talk about alcohol in online sessions.

## Smoking and Vaping

At in-person BiCon, if you want to smoke cigarettes or e-cigarettes (vape), please only do it in smoking areas. These areas will be clearly labelled and physically accessible. We ask this so that we can make BiCon accessible to people who don't like smoke or vape fumes. Do not smoke or vape anywhere indoors (even if you are leaning out of a window) – doing this is illegal in the UK.

At Online BiCon, please turn off your camera if you are smoking or vaping.

## Illegal Drugs

Do not bring drugs to BiCon (except your own medication that has been prescribed to you by a doctor). If you have taken illegal drugs, you won't be allowed into BiCon, including the in-person or online spaces. If someone finds that you have illegal drugs with you, you may be asked to leave.

For online BiCon, do not take drugs (other than prescribed medication) where others can see you or talk about taking illegal drugs while attending the event.



## Video

In online BiCon sessions, you can usually turn your video on or off at any time.

## Audio

In online BiCon sessions, please keep your microphone muted when you are not speaking. Keeping yourself muted makes it easier for other people to hear in sessions. When you have your microphone on, please try to keep background noise and conversations as quiet as possible.

Session facilitators may mute people who say anything that is against this Code of Conduct or that goes against the session topic or the session content guidelines. Facilitators should warn people before they do this and after the session they should explain why they muted the person.

## Confidentiality

Please respect people's privacy. Not everyone at BiCon is 'out' about their sexuality or about other things such as BDSM or non-monogamy.

Ask someone for permission before you mention anyone's name publicly when you are talking about BiCon. This includes posts or comments online (for example Facebook) or talking about (outing) people at other in-person events. If you don't have permission, don't identify anyone.

## Recording

Do not take any photographs, videos or other recordings of people unless they have clearly said that this is OK.

If you take a photo or a video, make sure everyone who is in it is happy to be in it and that they are happy with the final photo or video. Anyone who is in a photo or video can ask for it to be deleted at any time.

If you are uncomfortable asking for photos, video or other recordings to be deleted, you can ask a BiCon organiser or volunteer to do it for you.

If you agree to be in a photo or video, you should assume it may end up online, and that it might be linked to you. This is because people might not remember what you said about giving permission after BiCon.

## Online BiCon

Do not take any screenshots or recordings of BiCon sessions, even if for your own 'personal use' or notes, as this can violate others' privacy.

Only Organisers will record sessions. A clear warning and explanation will happen before it starts so that everyone knows how and why the recording will be used.

## Press/Media

Members of the press should identify themselves to the reception desk and at any sessions they attend.



## Safer Spaces

Some spaces within BiCon are restricted to certain groups of people, for example people with a certain identity or age (for example people over 18 years old). Restricted sessions are clearly marked on the programme and on the website, and the restriction will be mentioned at the start of the session.

BiCon supports and recognises the value of safer spaces, which are spaces that are only open to people in certain groups so that they can feel safe. Do not go into spaces if you are not in the category of people they are for (if you are not eligible to be in them). Carers and interpreters are allowed into sessions with people they are working for. They should keep everything they hear and see in a safe space confidential.

If you are unsure if you are eligible to go into a safe space, you can ask to speak to the session organiser before the session starts by contacting BiCon. We are always happy to help if you are unsure.

## Discrimination and Anti Racism

BiCon is committed to providing a safe place to be for all attendees, regardless of ethnicity, class, gender, disability, age, religion or belief.

We recognise racism can happen on a structural level and an individual level. We acknowledge that racism unfairly causes more problems for Bis of Colour.

## Obvious racism and discrimination

- Harmful attitudes and/or behaviour towards a person or group because of the colour of their skin, ethnicity, religion etc.
  - Examples: racial slurs, insults, treating People of Colour less favourably or differently than others.
- Incorrect and/or offensive language
  - Examples: Using the wrong term to identify an individual's racial identity. Instead, think carefully whether it's relevant to refer to someone's racial identity and avoid using umbrella terms like BIPOC (Black or Indigenous People of Colour), POC (People of Colour) or BAME (Black and Minority Ethnic) unnecessarily. Remember that People of Colour are not one group or community.

## Subtle Racism (sometimes known as microaggressions)

- Comments, assumptions or stereotyping people on the basis of their skin colour, physical features, race, accent or religious belief.
- Comments or fetishization of people of colour on the basis of their race, accent, physical features, or religious belief. For example; "that's such an exotic name" or "your dreadlocks are amazing, are they real?" or "do you wash your hair with those braids".
- Racial jokes, for example; "Your people love watermelon, don't they".
- Being culturally insensitive, for example about police brutality against People of Colour.
- Denial of racism or white privilege (including denying People of Colours' experiences). For example; "I don't see colour", "There's equal opportunities for all if you work hard enough".



- Tokenism, for example, inviting Bis of Colours' opinions on only racial issues rather than on all issues.
- Cultural appropriation (taking something that belongs to or is associated with another ethnicity, religion, or social environment), for example, dressing up as Indigenous communities for the BiCon ball (whether in person or online) or hosting events/activities that originate from a different race or culture without consulting with or being from that community.
- Ignoring intersectionality (the many parts that make us who we are). For example, gender, race, sexuality, class, disabilities etc. Instead, try and acknowledge and respect individuals' protected characteristics.
- Making people feel like outsiders, for example, "No but where are you really from?" – this is assuming that due to someone's ethnicity, race, or religion that they are not truly from the UK. A rule of thumb: if you wouldn't ask a question or make a comment that applies to everyone in the room (for example, People of Colour and white people), then it's probably something not appropriate to ask a Person of Colour.
- Gaslighting People of Colour, for example, "you're so sassy", "there's no need to get aggressive". These words are wrongly stereotyped as being attributes of some ethnicities (particularly Black individuals), and they are damaging and hurtful when used casually. If you really need to, try saying less harmful words in replacement, such as "passionate" (not sassy), "direct" or "authoritative/assertive" (not aggressive).

This is a very important time for anti-racism work, but it has also been a particularly hard time for People of Colour. If you are white, please don't ask People of Colour about how they're feeling about the Black Lives Matter movement or anti-racism work, and don't raise the subject of racism unless a Person of Colour asks you to.

### Gender

Gender is a spectrum, and people who attend BiCon define their gender in a range of different ways. Please never assume what someone's gender is.

If you are unsure of the pronouns someone uses, we encourage you to ask them. Avoid gendered language by using "they" instead of "he" or "she". The best way to ask for someone's pronouns is actually by introducing yourself and giving your pronouns. If the person is comfortable sharing theirs, they will. Never force the issue, as not everyone may be comfortable sharing.

If you ask someone about their pronouns or if someone corrects you about theirs, please try to use them correctly after that.

We accept people's self-identified gender for all purposes at BiCon, including single-gender spaces.

### Sexuality

People are welcome to attend BiCon, regardless of how they define their sexuality.

Do not criticise someone based on labels they use or don't use to define their sexuality.



## Challenging misconduct

As a community, we are what we tolerate in others.

Everyone is encouraged to challenge people whose behaviour makes them feel uncomfortable or that is against this Code of Conduct. However, we recognise that this isn't always possible.

You can contact the session runner to let them know what's going on.

You can use one of the methods below to contact the team.

BiCon very much wants to know about things that make people at our events feel uncomfortable or unwelcome in any way – even if you aren't sure that you want anyone to do anything about it.

If the Code of Conduct doesn't cover an issue you can think of, please let us know.

### How to contact us:

- Online session: Person running the session.
- In person: BiCon desk or person wearing a purple sash.
- Post box at the desk: Write something and post it in.
- SMS or phone: 07984 906 534
- Email: [biconuk2022@gmail.com](mailto:biconuk2022@gmail.com)

### Things We Can Do to Help

When you make a report to BiCon about something, we will do our best to listen first. If we ask questions, it will be to help us understand rather than 'not believing' you. You are welcome to ask BiCon for help regardless of whether you attempted to challenge anything, as we know doing that is not always safe or easy.

We will listen to what you think would help, but there will be no pressure for you to find solutions for us.

Examples of things we can do:

- Challenge the behaviour with the person.
- Tell others that there is a problem.
- Ask for an apology.
- Ask someone to leave you alone.
- Require someone to not be in the same space as you.
- Exclude someone from the rest of this year's BiCon.
- Pass someone's details, or the details of the incident, to future BiCons.
- Ask someone to attend a training or to do some learning and reflection.
- Ask someone to repair any damage they have done in some way.

Minor and clearly accidental breaches of this Code of Conduct will mostly result in a discussion and warning by the Organisers.

More serious misconduct or more poor behaviour after a warning may result in someone being asked to leave some or all of BiCon. If you are asked to leave, you will not get a refund.

The organisers reserve the right to pass on details of complaints to BiCon Continuity Ltd or future BiCon organisers.

While the Organisers decision is final, if you feel a complaint has not been appropriately dealt with, you can contact the Organisers or BiCon Continuity Ltd.

### Growing as a Community

If you are asked to think about your behaviour for example after offending someone, please try not to be defensive. If you are challenged, it is probably going to be difficult for you, but you will not be as uncomfortable as the person on the receiving end of your behaviour. Try to listen to understand rather than argue. Take time to pause, reflect and apologise. As a community, we need to learn and grow together.





## Appendix 1: Examples of sexual harassment

The following are all sexual harassment:

- Suggestive or personal comments about someone's body or appearance.
- Sexually suggestive comments, jokes or gestures.
- Unwanted physical contact such as touching, hugging, stroking, kissing etc.
- Indecent exposure (showing your genitals to someone without their consent).
- Sharing images, videos, emails (including those of a sexual nature) without consent.
- Persistent unwelcome questions about someone's marital or relationship status, sexual preferences, sexual conduct, or any other personal information.
- Making someone feel guilty for not doing something (for example, calling someone frigid or accusing someone of being too friendly to justify your misconduct).

## Appendix 2: Ways in which someone might indicate 'no' without saying 'no' explicitly

Things someone might say when they mean 'no' could include:

- "Maybe later"
- "Perhaps another time"
- "Oh look at the time"
- or by changing the subject.
- Things someone might do when they mean 'no' could include:
  - Staying silent or not replying.
  - Leaving the space.
  - Moving away from someone.
  - Asking a friend over to join them.
  - Taking or pretending to take a phone call.
  - Freezing, sweating, or appearing anxious or scared.
  - Laughing or smiling nervously.



## Sessions & Workshops

This year BiCon has scheduled sessions from 9:30am to 7:30pm. There may also be some sessions and socials during lunch which you can take food into.

All session slots are 1 hour long with 30-minute breaks or a meal break between them. Most sessions are in one of the five rooms, and outdoor sessions will be meeting at reception or as otherwise arranged. Some sessions are online-only, and some are blended so you can attend in person or online as you wish (even if you're at the venue). You may go to as many or few sessions as you wish. Some people attend one in every slot, some attend very few or none at all. It's entirely up to you. You can leave any session quietly if you find it is not for you.

Some sessions will become 'closed' once the facilitator feels there are enough attendees or shortly after starting so the session remains uninterrupted. Please don't interrupt or try to gain entry to a closed session as this is unfair on facilitators.

Some sessions have restrictions such as 18+ or women only. Any session with a restriction is marked with an [R] in the schedule with specifics in the session description.

To help everyone enjoy sessions, we ask that you turn up on time, listen when others are speaking, don't talk over other people, and allow the facilitator to guide who speaks next as they should ensure everyone has a fair turn.

Facilitators have been asked to finish on time so that the next facilitator has time to set up and attendees can get to the next session without having to rush. Please support facilitators by leaving rooms promptly at the end. Some sessions may cover topics which may be offensive or raise very personal issues for some people. If you become uncomfortable or are not enjoying a session, you are free to leave any session quietly at any time.

Please remember to keep the details of what is discussed in sessions confidential by not naming names unless you have permission to do so if you discuss content with people who were not there. If you are not sure it is okay to name someone, avoid doing so, and say 'someone said' rather than 'the woman with green hair said'.

No photography or other recording or filming is permitted unless it is specifically stated in the session description and verbally at the start of the session. If attending in person, please turn off or silence your phones before the start of the session.



# Decision-Making Plenary (DMP)

The Decision-Making Plenary (DMP) is the session where BiCon makes decisions about things like who's going to run BiCon in future years, any bi projects that BiCon might help to fund and whether any changes need to be made to the BiCon guidelines.

The DMP is important because BiCon makes its decisions as a whole community and everyone present at BiCon should be able to contribute to those. Because it's so important, it's never scheduled against other sessions, and it will be blended (in person and online) which allows everyone at BiCon to attend. This year it's on Saturday afternoon. If you want to raise an issue at the DMP you should if at all possible bring it to the pre-DMP session on Friday (also blended). This allows the issues to be discussed in a smaller, more manageable group, where suggestions can be made, and the ideas may be refined. It also allows the issues to be publicised on the notice board and online so that BiCon attenders know what's coming up. Please do read the notices if you're intending to come to the DMP – things run more smoothly if everyone knows in advance what's going to be discussed.

If you can't make the pre-DMP session for any reason, and can't find someone to go in your place, please leave a note in the team post-box before 5pm on Friday so that we can at least publicise the issue. Alternatively, send us a message via email or on the Discord server

Some small issues may be raised at the DMP without prior warning (it's not that formal) but not changes to the Guidelines as those really do require more notice.

## The BiCon Guidelines

The BiCon guidelines, originally written and agreed at the 1998 BiCon, are guidelines describing what BiCon is and how it should be run. They're intended to make things easier for teams running BiCon rather than being restrictive, and to make sure that any BiCon covers the bare minimum of requirements for content and accessibility. Occasionally they get added to and amended at the DMP. The full text of the BiCon guidelines is available online at [www.BiCon.org.uk/guidelines.html](http://www.BiCon.org.uk/guidelines.html) and a copy will be available at the reception desk and at the pre-DMP session.

Bear in mind that they're not intended so that you can walk around BiCon ticking them off and awarding marks to the current BiCon team; you'll make yourself very unpopular if you do that!

Please do come to the DMP though. It's important that decisions made on behalf of BiCon are made by as many people at BiCon as possible.



# Session Timetable

Friday	Lecture Theatre	Bonobo	Dolphin	Goose	Scarab	Zoom 1	Zoom 2	Other
9:00 – 9:30	Opening Ceremony							
10:00–11:00	Anti-racism	New bis		Dance Meditation		New Bis		
11:30–12:30	Bi Poly Apes	Psychological self-care	Safe space: trans and/or non-binary	Rope Bondage 101	MESMAC HIV and STI testing	Bi Poly Apes		
12:30–14:00		Lunch						
14:00–15:00	Out and Proud in the Workplace	Disability Empowerment	Little adults play space	Biphobic hate crime		Disability Empowerment		Clothes swap (Acre Room)
15:30–16:30		Queer in academia	Make your own Fidget toys	Writing stand up workshop		Queer in academia		
17:00–18:00	pre-DMP	Neurodivergent Safe Space	Improv	Still Complicated?	The Human Cat (Pet) Café	pre-DMP		
18:30–19:30		BiCon biscuit swap	Bicon Sing-a-long			Rope bondage 101		



Saturday	Lecture Theatre	Bonobo	Dolphin	Goose	Scarab	Zoom 1	Zoom 2	Other
9:00 – 9:30	Announcements					Announcements		
10:00–11:00	Anti-racism	Sci fi Bi Bis in science fiction	Fitting and misfitting			Sci fi Bi Bis in science fiction	Multi-faith Spiritual Space	
11:30–12:30	BiCon Continuity - meet (some of) us	BiCon Book Group	Sex and the Bible	UK Polyamory Association		BiCon Continuity - meet (some of) us	BiCon Book Group	
12:30–14:00		Lunch			Naked lunch			Picnic on The Acre lawn
14:00–15:00	Running a workplace LGBTQ+ network	Psychological self-care	Polyamory/ monogamy	Oral History session		Psychological self-care		
15:30–17:30	Decision-Making Plenary					Decision-Making Plenary		
18:00–19:00	Sea shanty singalong	Guided meditation						

Sunday	Lecture Theatre	Bonobo	Dolphin	Goose	Scarab	Zoom 1	Zoom 2	Other
9:00 – 9:30	Announcements					Announcements		
10:00–11:00	Poly 101	The Future				The Future		
11:30–12:30	Silent GROW coaching (to 12:00)	Bi lives during the pandemic	No Pride in War: being a queer anti-militarist			Bi lives during the pandemic	Silent GROW coaching (from 12:00)	Clothes swap (Acre Room) Ball Decor Raffle (Bar)
13:00–13:30	Closing Ceremony					Closing Ceremony		
13:30–14:00								BiCon photo



## Session list A-Z

This is the list of sessions that have been confirmed so far. We are still sorting out the exact timings for these, and will publish a session grid as soon as those have been finalised. Those sessions with an (R) have an explicit restriction on who can attend, and please also respect the general attendance wishes of session runners in the session descriptions.

Sessions may be in-person only, online only, or run as blended session with both an in-person and online component over Zoom. Each session indicates which type it is.

### Announcement sessions

#### Run by the BiCon Team (blended)

Short sessions at the start of Saturday and Sunday where we will read out announcements from the team, the venue, and any attendees. If you want us to read out an announcement, please drop it into the postbox at the registration desk. (We reserve the right to filter them.) There will also be a slot for announcements during the Opening and Closing Ceremonies.

### Bi lives during the pandemic

#### Run by Grant Denkinson (blended)

In the midst of a global pandemic, how are we emotionally? Space to talk about how our lives have been and are affected by covid.

### Bi Oral History

#### Run by Katy (in-person)

Are you interested in contributing to the creation of a bi oral history archive, as a participant or as an oral historian or both? This is a session to discuss how we can move forward with this project.

(If you can't make the session feel free to get in touch with Katy directly to express interest.)

### Bi poly apes: homosexual and non-monogamous behaviour in primates (R)

#### Run by Abi Bevan (blended)

##### Over 16s only

Homosexual and non-monogamous behaviour is considered by some to be 'unnatural', but is it? Come and learn about the diversity of relationships primates (including humans) engage in. You won't need any particular scientific background to learn about how evolution has shaped our behaviour. Cn: this lecture will include some use of binary terms and will mention sex, pregnancy, miscarriage and infanticide.

### BiCon Biscuit swap

#### Run by Jude Parker (in-person)

Do you enjoy baking? do you want to share that joy with your fellow bisexuals? if you would like to do this, bring a box of your favourite biscuits (with ingredients & allergies list) to the BiCon Biscuit Swap. come, mingle, nibble, and leave with a range of interesting baked goods.

We will have a collection tin for Biscuit. optional, no suggested donation.

### BiCon Book Group

#### Run by Rachel Hallows (blended)

Book discussion group – we'll talk about Meg-John Barker's 3 graphic novels: Queer, Sexuality, and Gender. Please read any or all of them before the session. I'll have Queer and Sexuality with me if you want to borrow either to read before the session.



## BiCon Continuity – meet [some of] us

### Run by Karen (blended)

A space to meet at least some of the Continuity Trustees, to find out more about Continuity and to talk about some of the medium to longer term issues around organising BiCons and some related bi community events. Please come if you're interested in the future of BiCons.

## Bicon Sing-a-long (R)

### Run by Nairmi (in-person)

#### Under 16s with parents permission please

Come along and sing your favourite pop songs, rock songs and musical theatre tunes. All voices and experience levels welcome. This session will run outside on The Acre green lawn if the weather is suitable.

## Biphobic hate crime

### Run by Ele Hicks (in-person)

This workshop will address issues such as would bi people report hate crime as homophobic? What stops bi people reporting hate crime? Are these issues different from the reasons lesbian and gay people don't report or what are the different issues? Would mentioning biphobic hate crime encourage people to report?

You don't have to have experienced hate crime to get involved in this workshop, all participants will have a chance to express their views.

## Closing Ceremony

### Run by the BiCon Team (blended)

The end of BiCon. We thank everyone and bid you a fond farewell.

## Dance Meditation

### Run by Q Love (in-person)

Dance or don't dance – it's up to you. If you want to simply listen that's fine. If you want to fly that's equally fine. Hand over and let go. Loose clothing probably good, but not essential. No experience necessary – your body will tell you what to do.

## Decision-Making Plenary

### Runner to be confirmed (blended)

BiCon's AGM. The Decision-Making Plenary (DMP) is the session where BiCon makes decisions about things like who's going to run BiCon in future years, any bi projects that BiCon might help to fund and whether any changes need to be made to the BiCon guidelines. See more details in the section on this session.

## Disability Empowerment

### Run by Nairmi (blended)

Disability empowerment session will be a time for physically disabled, chronically ill, neurodivergent and mentally ill folks to gather and share their best ways for surviving and thriving in this harsh world. Content warnings are active for discussions of difficult topics and as part of the safe space, we welcome able allies and carers but ask that they focus on listening to disabled voices.

## Fitting and Misfitting

### Run by Timothy Williams (in-person)

A exploration of intersectionality, identity, seemings and labels. Deep questions but fast paced.



## The Future

### Run by Sophie Mason (blended)

Pie in the sky or practicalities, discussion and idea generating and yes we are looking for volunteers but do come if you just have ideas too!

## Guided meditation

### Run by Q Love (in-person)

Sit, close your eyes, and let the words start a journey to wherever you wish or feel guided to travel.

## The Human Cat (Pet) Café (R)

### Run by Abi Bevan (in-person)

#### 18s and over only

A session for all the petplayers and the hoomans that enjoy feline and canine company (other animal personas welcome). We can discuss petplay of course but this will be quite an informal session. Bring toys (balls, sugar mice etc) and gear (ears etc) if you like or just bring yourselves!

## Intro to improv comedy

### Run by John (in-person)

Improv comedy is a joy to watch but even more fun to do. In this workshop I'll take you through some basic warm up games and exercises into improvised scenes in miniature. Come and play!

## Little adults play space (R)

### Run by Heather (in-person)

#### 18 and over only

A safe space for Littles and Parents/Guardian to bring their teddy bears, crayons, dolls, and other games to play with other adult-children. Please note this is not a workshop on age play.

## MESMAC HIV and STI testing

### Run by MESMAC (in-person)

MESMAC will be offering HIV and STI testing to all attendees.

## Make your own fidget toys (R)

### Run by Gemma Renwick (in-person)

#### Neurodivergent folks only

In this workshop we'll be making a selection of fidget toys. These include keyrings, at least one piece of jewelry and at least one chewy item.

People who are bi+are more likely to be neurodivergent and this who are neurodivergent are more likely to be bi+ so I thought that it would be good if those of us that fall into that intersection got to make ourselves some tools to help with self regulation.

## Monogamy, polyamory – what lies in-between?

### Run by Ele Hicks (in-person)

A discussion based session around the grey space between polyamory and monogamy.

Discussing experiences of different relationships beyond a polyamorous/monogamous binary, whether definitions are important and do we always understand what other people mean by the words they use to describe the vast array of relationships that don't fit under the strict monogamy or polyamory labels.





## MultiFaith Spiritual Space

### Run by Ludy (online)

A multi-sensory session exploring being spiritual in Bi spaces and Bi in spiritual spaces – through discussion, sound, mark-making and (gentle) movement. Open to people of all faiths and of none.

## Naked Lunch (R)

### Run by Alan (in-person)

#### 18s and over only

18s and over only. BiCon's clothes-optional picnic; a social get-together, with nudity! Please bring your lunch, and something to sit on (a towel or blanket is recommended). Chairs are available. Informal, friendly, calm, with lots of chill-out space. You don't have to be naked; dress or undress however you are comfortable (there will be some full nudity). Covid safety note: because people will be eating, masks are optional at this session.

## Neurodivergent safe space (R)

### Run by Sage (in-person)

#### Neurodivergent people only

A safe space for neurodivergent people (self-diagnosed welcome).

## New bis

### Run by Timothy Williams (blended)

A discussion group for those who are new to being bi, new to being out, new to this community or just supportive or interested.

We will discuss subjects on identity and terminology, intersectionality, suggest some resources, and try to help people to make some new connections in a new space.

## No Pride in War: being a queer anti-militarist

### Run by Symon Hill (in-person)

Queer liberation not rainbow capitalism! How does campaigning for queer freedom relate to resisting the violent and unjust structures all around us – including the violence of war and militarism? The No Pride in War campaign was launched by peace groups and LGBT+ campaigners in response to arms companies sponsoring Pride events and uniformed troops marching in Pride parades. In this session, we will consider how best to resist military pinkwashing and look at what we can learn from the campaign's successes and failures so far. We won't avoid tough questions as we seek to learn from each other, share ideas and make plans together.

## Opening Ceremony

### Run by the BiCon Team (blended)

A welcome to BiCon, and introduction of the Team. We hope you enjoy it

## Out and Proud in the Workplace

### Run by Sophie Robinson and Lucy Power (in-person)

We will be exploring how people feel about being out as bi+ at work. We will give advice on legal protections and how to challenge unsupportive employers. We will also provide an overview of the work UNISON is doing to promote bi+ inclusion and challenging biphobia.



## Pre-Decision-Making-Plenary session

### Runner to be confirmed (blended)

This session sets the agenda for the Decision-Making Plenary (BiCon's AGM, see separate entry). It allows the issues and proposals to be discussed in a smaller, more manageable group, where suggestions can be made, and the ideas may be refined.

If you want something discussed at the DMP, it's important to bring it to this session if at all possible. See the DMP page for more details.

## Polyamory 101: a super quick speedrun through the fundamentals

### Run by Eunice Hung (in-person)

A brief intro to polyamory for folks just starting out on the road to consensual non-monogamy. If you're totally new to polyamory this is for you. We will cover some basic concepts, weird and wonderful terminology, relationship styles and common myths you might encounter.

## Psychological self-care for BiCon

### Run by Simon Draycott (runs twice: in-person Friday, blended Saturday)

BiCon can be an intense experience in both positive and negative senses. This session will be an opportunity to talk about and practice some self-care techniques to help looking after your mental wellbeing over BiCon. We can look at relaxation methods, mindfulness techniques and self-soothing strategies, depending on what is helpful for the attendees. It's important to note that this will just be an opportunity to share and

practice simple self-care techniques, and can't take the place of psychological therapy or crisis support.

## Queer in academia

### Run by Jost Migenda (blended)

In this session, we want to talk about being queer in academia. Share your own experiences or discuss how to improve the situation through more visibility & representation as well as concrete steps like pushing academic publishers to adopt name change policies.

## Rope Bondage 101 (R)

### Run by Holly & Rick (run twice: one in-person, one online)

#### 18 and over only

A brief introduction to rope bondage. In this session we will cover safety and some of the basic ties that will help get you started on your bondage journey! Please bring your own rope and shears if possible, a small amount of practice rope and shears will be made available.

## Running a workplace LGBT+ network that represents bi+ voices

### Run by Alan (in-person)

The session will cover Alan's experience of coming out as bisexual at work, setting up an LGBT+ network and organising workplace bi+ initiatives. Attendees are encouraged to share their own experiences and discuss ways to make their workplace LGBT+ networks represent bi+ voices.



## Safe space for trans and/or non-binary people (R)

**Run by Alix (in-person)**

**Trans and/or non-binary people only**

The session will be focusing on “what it is to be me”, with some prepared conversation-starters and options to enjoy the company quietly.

## Sci fi Bi Bis in science fiction

**Run by SJ Wyatt (blended)**

This is a group discussion looking at sci fiction how bisexuals are portrayed in Science fiction , what favourite Bi science fiction characters are.

## Sea Shanty Singalong

**Run by John (in-person)**

Group singing is one of life’s truest joys. As is pretending to be a pirate. Yet daily life provides inadequate provision for either. Classic shanties like ‘A Drop of Nelson’s Blood’, ‘John Kanaka’ and ‘Cape Cod Girls’ are tremendous fun. No fine musicality needed. No ability to read music. No previous knowledge of the songs. These are songs a crew of rough sailors ought to be able to pick up entirely by ear. Lots of call and response and simple (but rollicking) choruses. I’ll bring lyric sheets and sing through as many as fit in an hour and a bit.

## Sex and the Bible

**Run by Symon Hill (in-person)**

What does the Bible really say about sex and sexuality? Have the anti-queer crowd got it right when they say the Bible condemns us? (Spoiler: no they haven’t, but the answers are complex as well as fascinating.) This session is a crash course on how the New Testament approaches sexuality. We will look at the context of the times before diving into a couple of passages of teaching attributed to Jesus, finding some creative ways to relate to them and asking if they can help us today.

This session is open to all, but is particularly relevant to people with little knowledge or experience of the Bible. It is open to people of all faiths and none and is not an attempt to convert you.

## Silent GROW coaching

**Run by Juke (run twice: one in-person, one online)**

Have a problem or goal you’ve been thinking about? This session will help you do some structured exploration.

After a short intro of what the GROW coaching model is, I will ask the group questions over the span of half an hour or so.

Instead of sharing your answers with me or others, you’ll be silently writing on a piece of paper.

Unfortunately, joining late won’t work since the questions build on each other – I’m happy to supply you with the questions afterwards so you can go through them in your own time.

Please bring a problem you have or a goal you’ve yet to achieve!



## Still Complicated?

### Run by Rowan (in-person)

In 2015 Equality Network published *Complicated?* One of very few pieces of large scale research into the experience of bi+ people in the UK. This year we are running an improved survey so that we can publish a new publication called *Still Complicated?* which we hope will help to improve bi+ inclusion in services and intersectional inclusion in bi+ groups and events. In this session we'll introduce the research and gather your responses, both through the survey and in other ways. Come along if you have anything to say about bi+ inclusion, biphobia, and how services can improve for you – we'd love to hear from you!

## UK Polyamory Association: Support for the polyamorous community

### Run by Giulia (in-person)

The UK Polyamory Association is a new organisation which exists to support the needs of polyamorous people and communities across the UK. We aim to increase public awareness and acceptance of polyamory, and fight stigma through advocacy, positive representation, and education. This session is an overview of who we are, what we do, and what our vision, ethics, and goals are.

## With love from me to me: Cultivating resilience in long- term self-care

### Run by Lila Hartelius (online)

As individuals with marginalised identities, we may often experience minority stress. This stress can be chronic due to hostile environments and oppressive social constructs. Self-care can therefore be a particularly important element to integrate into our daily lives to help cultivate and maintain long-term personal well-being. In this session, I will share insights gained through personal research involving stress regulation and self-compassion that have helped me navigate self-care with greater effectiveness. Though this session is intended for all individuals interested in the question of how to optimise and sustain self-care, the session's content may be of particular interest to individuals whose relationship to self-care is impacted by executive function challenges or demand avoidance.

## Writing stand up workshop (R)

### Run by SJ Wyatt (in-person)

**18s and over only. Limited to 12 people (there will be a sign-up sheet near Registration)**

In this workshop participants will get a chance to write and share some jokes using different techniques.



## Session runners

### Abi Bevan

Abi completed a master's degree in Human Evolution and Behaviour before moving on to work in the mental health sector. She runs Cambridge Bisexual Pizza and loves going to the zoo.

### Alan

Alan (they/them) is bisexual, non-binary and autistic. They run Nottingham BiTopia, a social and support group for bisexuals in the East Midlands, and have been involved in running workplace LGBT+ networks for the last 2 years.

### Alix

Alix has been coming to Bicon, on and off, since nearly thirty years ago. They only reached full awareness of their autism and non-binary gender within the last few years though, and likes to encourage self awareness in others. At work, they help the infrastructure department of a major university run smoothly; outside of work, they are a parent (to Nathan, also attending Bicon), and a film critic.

### Ele Hicks

Ele has been involved in the Bi scene and bisexual activism in the UK and Wales since 2004, when she attended her first BiCon. In 2007 she set up Bi Cymru/Wales, the all Wales bi+ network, with a group of dedicated volunteers. Since then she has helped to foster and grow bi groups in Swansea and Cardiff as well as delivering training on bi issues and inclusion in a variety of contexts; producing materials on bisexuality; stalls and outreach work; liaising with the Welsh public sector on bi inclusion and issues; and coordinating bisexual workplace issues and general bisexual issues in Wales surveys.

She was behind the first ever BiFest Wales in 2010 and every year until we took a break due to Covid-19, and works for an equality organisation as her day job.

### Eunice Hung

Eunice Hung is a long time polyamory community organiser, and is involved in running the London Polyamory Meetup group, UK Polyamory Discord Server, Poly People Facebook group and Polyday UK. She is also a trainee counsellor, author, events organiser, and podcaster.

### Gemma Renwick

Gemma is a neuroqueer wheelchair user who wants a more accessible world for us all to live in. She campaigns and tries to make this happen however she can with a strong focus on intersectional issues.

### Giulia

Giulia is the founder of the UK Polyamory Association. As a long term member of the polyamory community they heard a repeated want for resources and support and created UKPA from this need.

### Grant Denkinson

Grant lives in Leeds these days. He's bisexual, polyamorous, kinky and various other things. He has a science / tech background and works in counselling / psychotherapy. This is his 28th BiCon. He likes photography and cooking veggie food.

### Holly & Rick

Holly (she/her) and her partner Rick (he/him) are active members of their local rope community. As rope bondage enthusiasts Holly regularly teaches at their local beginners class, with Rick assisting as her model and dutiful rope bear.



### John

John performs regularly (for fun) in improv, musicals, and opera around Birmingham. Occasional directing, improv teaching and show hosting. Basically delights in prating about with people.

### Jost Migenda

After growing up in Germany, Jost came to the UK in 2015 to do a PhD in astrophysics. They are now a postdoc at King's College London and spend their spare time doing physics outreach, listening to way too many podcasts and being part of the LGBTQ+ in STEM community.

### Juke

Juke is a trans non binary bi polyam nerd. They're grateful to the community all of the support and knowledge sharing that helped them figure out who they are. Now they're trying to give back by sharing some of the skills learned at their job as a manager and software engineer.

They live in Darmstadt, Germany with their two cats, enjoy singing and Roller Derby as well as playing all of the games.

### Karen

Karen has been at most BiCons since 2005. She's one of the original trustees of BiCon Continuity and is trying to find some successors so she can have a year off! She's a lawyer, polyamorous and a fan of coffee.

### Katy

Katy is a longterm bi activist and event organiser.

### Lila Hartelius

Lila Hartelius is a neurodiverse, bilingual (English & French), multidisciplinary queer artist and writer who is honoured to have had the opportunity to be a EuroBiCon workshop leader. She loves cats, creative and expressive arts, ecological intelligence, and brain-friendly approaches to anything from folding laundry to becoming an Olympic ice skater.

### Ludy

Ludy is autistic, an aunty and an activist. Their hobbies include knitting, drinking possibly too much coffee and recreational theology. During the Pandemic they have been part of several online groups exploring traditional Sacred Reading practices by applying them to popular modern books and media

### MESMAC

Yorkshire MESMAC is one of the oldest and largest sexual health organisations in the country. At their Leeds base, their services focus on men who have sex with men and the trans community. Services include 1-2-1 support, counselling, and community outreach. Many local LGBTQ+ social groups base themselves in their building, including TransLeeds and Leeds Hunters RUFC (inclusive men's rugby union team). More information is at: [www.mesmac.co.uk/our-services/leeds](http://www.mesmac.co.uk/our-services/leeds)

At BiCon this year, MESMAC will be in Scarab on Friday from 11.30 until 3.00 offering HIV and STI testing to all attendees. They will also bring safer sex packs (condoms, lube, and some dental dams).



## Nairmi

Nairmi (they/she) is a registered Music Therapist specialising in young people with complex needs and neuroqueer adults. They are also head of access for Birmingham Pride, chair of Brum Bi Group and a drag queen with the all disabled/neurodivergent House of Crip.

## Rowan Alison

Rowan is an Intersectional Project Officer for Equality Network and a long time bi activist.

## SJ Wyatt

**(For their SF session)** SJ is an artist and performer who is obsessed with all things sci-fi, has been going to both BiCon and sci-fi conventions for nearly a decade and has if sci-fi lovers and bisexuals were a venn diagram there would be a very large overlap. They are a keen Whovian they have painted their bathroom as a TARDIS

**(For their Writing stand-up session)** SJ Wyatt is a performer who has performed across UK for over 20 years. Their style is darkly comic comments on the reality of living as a bisexual with bipolar and have performed at Bi Pride and CaBiRet. More recently they have been doing stand up in main stream audience. SJ stand up style is more quirky and upbeat. They want to appear to a broad range of audience however, over time they know if the audience has a high number of LGBT people and people who are a little nerdy or are both LBGT and nerdy they get bigger laughs.

## Sophie Mason

On the team this year and have helped with BiCamp, Sophie is keen to help BiCon continue in some form!

## Symon Hill

Symon is a queer Christian, pacifist, socialist, ex-homophobe and tea-drinker. He thinks the world would be a better place if it were more like BiCon. He likes tea, Jesus, Scrabble, kink, detective fiction and revolutionary nonviolence. His books include 'The Upside-Down Bible: What Jesus really said about money, sex and violence'. You can read more about him on the internet; some of it is even true. This is his tenth BiCon.



## Local shops and amenities

Here is some useful information about amenities, eateries and emergency services local to Headingley.

### Ordering food to your accommodation

You can get a food delivery order from many supermarkets to your accommodation – as soon as you know your flat number. You just need to be in to receive and sign for your order when it arrives – as the accommodation staff and BiCon volunteers/attendees are unable to do this for you. The address will be:

Your room/ flat number  
Carnegie Village  
Leeds Beckett University  
Leeds LS6 3GZ

### Supermarkets

**Spar**, 199 Otley Road, Leeds LS16 5LA (turn right after walking down Churchwood Avenue)

**24-hour shop** on the same grounds as the BP St Chad's Service Station

**Sainsbury's** (12-16 Arndale Centre, Otley Road, Leeds LS6 2UE) (medium-sized)  
Open Mon-Sat 7am to 11pm, Sun 11am to 5pm

The nearest large supermarket is an **Asda** (Holt Park Shopping Centre, Holt Park Approach, Leeds LS16 7RY) Open Mon-Sat 7am to 10pm, Sun 10am to 4pm (quieter hours Mon to Thurs 2pm to 3pm)

The 1 bus terminates outside here.

## Nearby restaurants and takeaways

**Giorgios** (Italian) – 70-72 Otley Rd, Headingley, Leeds LS6 4BA (open 7 days a week 12-10pm) Tel 0113 2783030  
Menus and booking at [giorgiosheadingley.co.uk](http://giorgiosheadingley.co.uk)  
Can also order via Deliveroo, Uber Eats and Just Eat

**Rajput Kebab House**, 3-4 St Chad's Parade, Headingley, Leeds LS16 5JH (Indian, kebabs) – open Thursday and Friday 5pm to 2.30am, Saturday 5pm to 3.30am – order from Just Eat

**Spice Fusion**, 275 Otley Rd, Weetwood, Leeds LS16 5LN (Indian) – open Thur and Fri 4.45pm to 10.35pm, Sat 4.45pm to 11pm – order from Uber Eats, Just Eat and Deliveroo

**There is also a variety of restaurants in Headingley, including:**

**The Cat's Pyjamas** (Indian street food – 53 Otley Rd, Headingley, Leeds LS6 3AB, tel 0113 2742618, open Thur, Fri and Sat 5pm to 10pm) – menu and reservation at [catspjs.co.uk](http://catspjs.co.uk) – order online via website

**Kuala Lumpur Cafe** (Malaysian – 2-4 Bennett Rd, Headingley, Leeds LS6 3HN, tel 0113 8242084, open Thurs 5pm to 10pm, Friday 5pm to 11pm, Saturday 12pm to 11pm) – menu and reservation at [www.klcafeleeds.co.uk](http://www.klcafeleeds.co.uk) – order from Just Eat and Deliveroo

**Jino's Thai Cafe** (38 North Ln, Headingley, Leeds LS6 3HU, tel 0113 2788088, open Thursday 12pm to 4pm and 5pm to 9pm, Friday and Saturday 12pm to 4pm and 5pm to 10pm) – menu at [jinothaicafe.co.uk](http://jinothaicafe.co.uk), call to book

Other takeaways and restaurants in the centre of Headingley include Pizza Express and KFC





## Nearby cafes

**Fika North Coffee** (94 Otley Rd, Headingley, Far, Leeds LS6 4BA – tel 0113 8243489) – open Thursday 9am to 5pm, Friday and Saturday 9am to 10pm (serves alcohol as well as tea and coffee)

[www.fikanorth.co.uk](http://www.fikanorth.co.uk)

**Loaf** (90-92 Otley Rd, Headingley, Leeds LS6 4BA – tel 0113 2302012) open Thursday and Friday 9am to 4pm, Saturday 9am to 5pm

**The Rabbit Hole Headingley** (80 Otley Rd, Headingley, Leeds LS6 4BA) – open Thursday and Friday 8.30am to 2pm, Saturday 9am to 4pm

There are also cafes in the centre of Headingley, including Costa and Caffè Nero.

## Pubs

**Woodies** (104 Otley Rd, Headingley, Leeds LS16 5JG)

**The Three Horseshoes** (98 Otley Rd, Headingley, Leeds LS16 5JG)

**New Inn** (68 Otley Rd, Headingley, Leeds LS6 4BA)

Woodies is the first pub in the Otley Run, basically where groups of people go to all the pubs on Otley Road/Headingley Lane/Woodhouse Lane heading towards the city centre. This mostly happens on a Saturday, and people do this in fancy dress. Please note you may well see some culturally appropriate or otherwise offensive costumes.

## Emergency services

The nearest Accident and Emergency department is at **Leeds General Infirmary** in the city centre (Ground Floor, Jubilee Wing – LS2 9DA)

### Urgent Treatment Centres

These are open daily from 8am to 11pm) can be accessed by calling NHS 111. However, getting to either of them will require a car or taxi.

Addresses:

**Wharfedale Urgent Treatment Centre**, Wharfedale Hospital, Newall Carr Road, Otley, LS21 2LY (8.7 miles from the venue)

**St George's Urgent Treatment Centre**, St George's Centre, St George's Road, Middleton, Leeds LS10 4UZ (9.2 miles from the venue)

There is a late(ish)-night pharmacy in Headingley (**The Pharmacy Group**, St Michaels Court, 1 Shire Oak Street, Leeds LS6 2AF – 0113 2305588), open Monday to Friday from 8.30am to 7pm and Saturday from 9am to 6pm. There is also a Boots pharmacy at Leeds General Infirmary (postcode LS1 3EX – tel 0113 2457177) which is open Monday to Friday from 9am to 9pm and weekends 9am to 5pm.

For an emergency dentist, call NHS 111 to find the nearest out-of-hour services.



## Nearest places of worship

St Chad's Anglican Church, Otley Road, Far Headingley, Leeds LS16 5JT  
Phone: 0113 2744322 (parish office – open Thurs and Fri 9am to 12pm)  
Email: [office@stchads.co.uk](mailto:office@stchads.co.uk)  
Web site: [stchads.co.uk](http://stchads.co.uk)

St Urban's Catholic Church, Grove Rd, Headingley, Leeds LS6 2AQ  
Phone: 0113 225 9751  
Email: [office.stjeannejугan@dioceseofleeds.org.uk](mailto:office.stjeannejугan@dioceseofleeds.org.uk)  
Web site: [www.jeannejугanleeds.org.uk](http://www.jeannejугanleeds.org.uk)

Wat Buddharam Buddhist Temple, 45 Cliff Rd, Woodhouse, Leeds LS6 2ET  
Phone: 07935 469995  
Email: [thaitempleleeds@gmail.com](mailto:thaitempleleeds@gmail.com)  
Web site: [www.watbuddharamleeds.com](http://www.watbuddharamleeds.com) (in Thai and English)

Central Leeds (Carlton Hill) Meeting House, 188 Woodhouse Lane, Leeds LS2 9DX  
Phone: 0113 2422208  
Web site: [www.leedsquakers.org.uk/home-page/home](http://www.leedsquakers.org.uk/home-page/home)

Makkah Jamia Masjid, 36 Thornville Road, Leeds LS6 1JY  
Phone: 07813 797213  
Email: [mail@makkahmosque.co.uk](mailto:mail@makkahmosque.co.uk)  
Web site: [makkahmosque.co.uk](http://makkahmosque.co.uk)

Leeds Hindu Mandir/Murugan Temple, 36 Alexandra Road, Leeds LS6 1RF  
Online contact form at [www.leedsmurugantemple.org.uk/?i=1](http://www.leedsmurugantemple.org.uk/?i=1)

The Sikh Temple, 192 Chapeltown Rd, Leeds LS7 4HZ  
Phone: 0113 262 9073

Etz Chaim Synagogue, 411 Harrogate Road, Moortown, Leeds LS17 7BY  
Phone: 0113 2662214 (office – open Thurs 9am to 5.20pm, Fri 9am to 1.30pm, Sun 9am to 1pm)  
Email: [admin@etzchaim.co.uk](mailto:admin@etzchaim.co.uk)  
Web site: [www.etzchaim.co.uk](http://www.etzchaim.co.uk)



# Getting help

## The BiCon team and desk

If there's anything you need over the weekend, please talk to us at the desk or phone 07984 906 534.

We have lots of information and can liaise with the venue staff about any problems.

## Identifying BiCon volunteers

People wearing purple sashes are 'on duty'. Anyone wearing a purple sash is a good person to ask if you need help.

## Listening Service

Being at BiCon may stir up big feelings of one kind or another. Some BiCon attenders are experienced listening service people who will be available to provide non-directional, non-judgemental listening services. If you need a confidential listening ear, ask at or phone BiCon reception on 07984 906 534

Please note that this is a limited service and we can only provide up to one hour per person over the weekend.

## Venue Security

The campus is regularly patrolled by security staff, day and night. If you need to contact security, please do so through the BiCon Team at the desk or phone 07984 906 534.

## In the accommodation

To contact the accommodation services, please do so through the BiCon Team at the desk or phone 07984 906 534.

## Getting help online

Please email the team on [biconuk2022@gmail.com](mailto:biconuk2022@gmail.com), or ask on the Discord server.



# Covid safety at BiCon

We cannot eliminate the risk of Covid transmission at BiCon, but we can reduce likelihood. The following points are taken from our longer Covid policy on the web site, and are the points that are especially relevant during BiCon.

If you fall ill with Covid-like symptoms during BiCon itself, we ask that you take steps to isolate yourself and also inform the team so that we can alert any attendees with whom you might have been in contact. We can do that anonymously if you prefer.

## Masks

We request that attendees remain masked in workshops and other indoor public spaces. If there is someone present who lip reads, then speakers will need to lower their masks before speaking. Masks with transparent windows can also be provided. Workshop leaders can unmask to present to the room if they are socially distanced from other participants and there is sufficient ventilation, with the agreement of those present at the session. We have at a couple of sessions where food will be consumed; masks are optional for those sessions.

At the bar, if people are drinking they will need their mask down, but the dancefloor will need to be a masked space.

We are providing masks at the front desk in case they are needed. Hand sanitisers will also be available in public spaces, but attendees will need to provide their own for flats if wished for.

## Limiting numbers in public indoor spaces

We ask workshop leads to make sure that sessions do not exceed capacity, and will provide signs for doors so people can see whether the session is open or not. We request that session leaders keep a couple of spaces free for people with mobility impairments who may not be able to travel as quickly to sessions as others.

We cannot limit numbers in the bar, cafe, or games, craft and quiet rooms so we ask attendees to use their discretion about whether they feel safe to use a space.

We will be managing the area around the registration space to minimise people standing in close proximity indoors for long periods of time in that space.

All public indoor spaces have doors and windows that open. We request these are kept open to allow for airflow (doors can be closed in cases of sessions discussing confidential issues). It will be summer, so this will hopefully be pleasant.

## Outdoors

Leeds Beckett is the ideal venue for outdoor space. It has a massive central green (The Acre) that we hope people make the most of! It will be summer, so we can hope for good weather. Some sessions may move outside to the green if practical, and we hope to have a picnic there on the Saturday lunchtime.



## Re-entry - when you leave BiCon

A lot of people have a sense of post- BiCon comedown a day or two after the event ends. It's also common to be fired up with activistic inspiration and feel that you can't wait to hook up again with some bit of the bi Community.

It can be useful to think in advance about how you might feel when you get home, and build in a few plans to take care of yourself. Some people book a day or two off work after BiCon finishes, to unwind and catch up on sleep. If where you live is somewhere you're not out as bi, it can be good to stay a night with a friend where you can talk freely and let off steam.

You might want to fix up your next bi social event before you leave BiCon, to have something to look forward to. If there's nothing going on where you live, you could still plan to stay in touch with people by phone, or to join one of the internet groups on Discord or Facebook.

## Links to other UK bi organisations

**BCN** – BCN or Bi Community News is the UK's quarterly print magazine. Subscribe for £15 - see the web site here: [bicomcommunitynews.co.uk](http://bicomcommunitynews.co.uk) which has an excellent set of listings for local groups.

**BiCamp** – an annual camping event for bisexuals held near Birmingham and run by Brum Bi Group. Search for 'BiCamp' on Facebook for details.

**BiCon Continuity Ltd** – BiCon Continuity Ltd is a charitable company set up by the UK bisexual community to look after BiCon's money and fund community projects. [biconcontinuity.org.uk](http://biconcontinuity.org.uk)

**BiFest** – A one-day event, a bit like a mini BiCon. There haven't been many of these recently, but look for some starting up.

**Bi Pride UK** – Bi Pride UK's mission is to create spaces where people who experience attraction beyond gender can be freely visible and celebrate themselves and their identities. <https://biprideuk.org/>

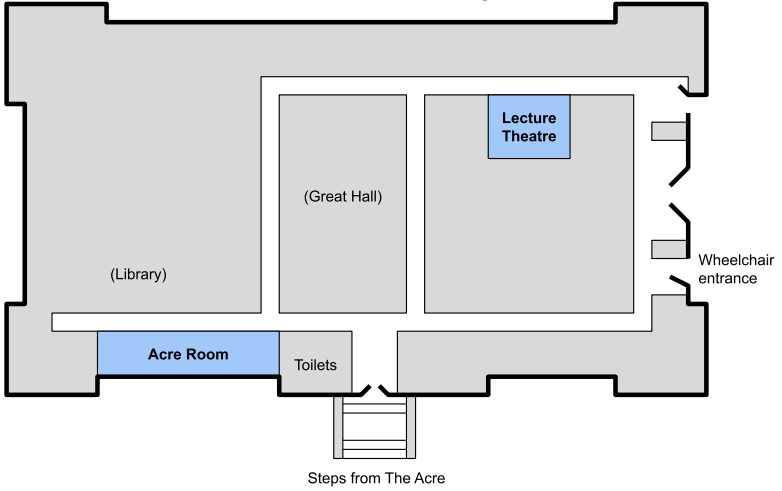
**Biscuit** - Biscuit is a bi advocacy group that works to support the bi+ community with a focus on women and other marginalised genders. Highly active on Twitter and with some great Etsy-based merch. [thisisbiscuit.org.uk](http://thisisbiscuit.org.uk)

**Bisexual Index** - The Bisexual Index provides support and resources for UK Bisexual Activists. They are highly active on Twitter, promoting bisexuality as a valid sexual identity and amplifying other bi voices. [bisexualindex.org.uk](http://bisexualindex.org.uk)

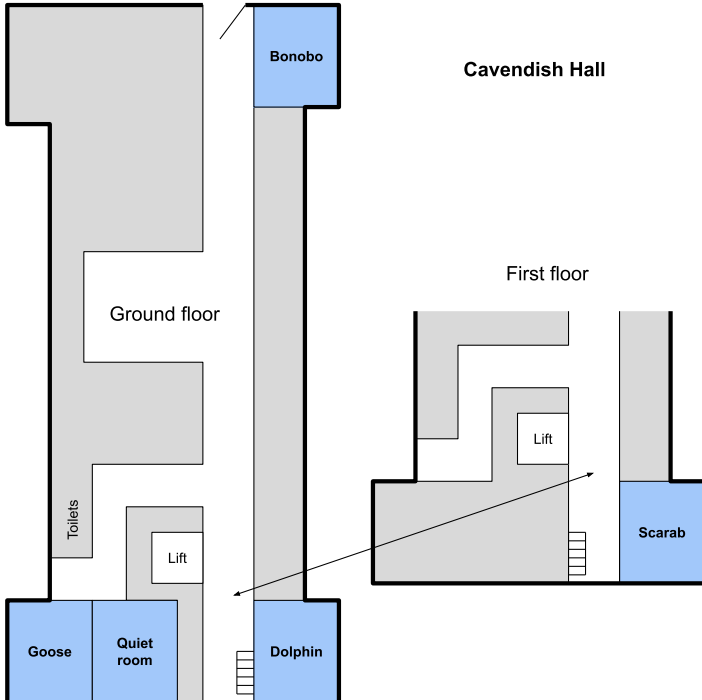


# Maps

### James Graham Building

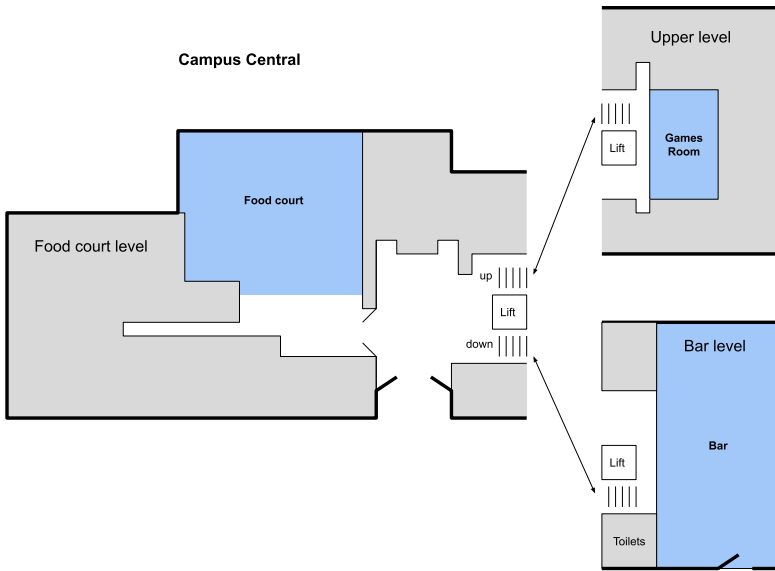


### Cavendish Hall





### Campus Central



- Building used by B...
- Building not used...
- Wheelchair-accessi...
- Entrance with steps

### Campus map for BiCon



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# Bi, pan, queer?

We want to hear from you!

Equality Network is running a survey on people's experiences of bi+ inclusion and biphobia in services. What is the full spectrum of identities and intersections in our community? What should we do to tackle biphobia in the UK? This is an opportunity to share your views.

[surveyMonkey.co.uk/r/89D6RGX](https://surveyMonkey.co.uk/r/89D6RGX)

Your contribution will help shape our work on bi+ and intersectional inclusion across the whole LGBTQIA+ community.

“Bi+” here includes anyone who has ever experienced sexual or romantic attraction towards more than one gender. This survey includes questions about other kinds of discrimination as well. We want to hear how all types of discrimination intersect and affect you.