

MKW ACCESSIBILITY AND INCLUSION POLICY

Adopted on: 10/1/2026

Revised on:



Missouri Kink Weekend Accessibility and Inclusion Policy

1. Purpose and Commitment

Missouri Kink Weekend believes that all kink and leather community members deserve a space to feel seen, embraced, and celebrated within their identities, and that diversity strengthens our community. This explicitly includes Black, Indigenous, and other people of color; trans and gender nonconforming individuals; women; disabled community members; and other marginalized communities.

Missouri Kink Weekend is committed to creating an event environment that is welcoming, inclusive, and accessible. We strive to ensure that our events reflect and uplift a wide range of voices by working closely with individuals and groups who experience marginalization related to race, ethnicity, gender identity or expression, sexual orientation, and disability.

We recognize that accessibility is not static. This commitment requires ongoing assessment, community accountability, and a willingness to listen, adapt, and grow.

2: Scope of Accessibility

This policy addresses accessibility related to participation in Missouri Kink Weekend events, including but not limited to:

- Physical access to event spaces
- Sensory considerations
- Communication access

Accessibility also includes thoughtful consideration of language, cultural context, and community impact. Missouri Kink Weekend strives to use language and practices that do not marginalize, exclude, or cause harm to individuals or groups, particularly those from communities that have been historically underrepresented or harmed within leather, kink, and queer spaces.

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Accessibility needs vary widely, and no single approach will meet every need. This policy is intended to support meaningful participation while acknowledging the practical realities of venues, staffing, and resources.

3: Accessibility Requests and Inquiries

Missouri Kink Weekend encourages community members to share accessibility needs or inquiries so that appropriate accommodations can be considered. Requests may be submitted using the official accessibility request form, which will be available online.

Submitting requests as early as possible allows for more effective planning and coordination. While we make efforts to anticipate accessibility needs during event planning, individual requests help ensure that specific needs are understood and addressed whenever possible.

When a request cannot be fulfilled due to timing, availability, venue limitations, or other constraints, Missouri Kink Weekend will communicate clearly and respectfully with the individual making the request.

4: Review and Coordination of Requests

Accessibility requests are reviewed by the Executive Producers, who may coordinate with relevant staff, volunteers, venues, or service providers to address requests appropriately.

Information related to accessibility needs will be handled with discretion and shared only with those necessary to support coordination and implementation.

5: Limitations and Effort Toward Access

Missouri Kink Weekend is committed to making thoughtful and responsible efforts to support accessibility at its events. However, we acknowledge that not all venues, circumstances, or resources allow for every accommodation to be met.

We prioritize selecting venues that meet a wide range of accessibility needs and continually assess our practices as the organization evolves. When limitations exist, we aim to be transparent, communicative, and respectful in working with affected individuals.

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6: Feedback and Ongoing Improvement

Missouri Kink Weekend welcomes feedback related to accessibility and encourages community members to share suggestions, concerns, or experiences. Feedback may be submitted through the accessibility request form or other official communication channels.

Community input is a vital part of improving accessibility over time, and we view accessibility as an ongoing process that benefits from collaboration and reflection.