

Safety Issues and ABC/QDM from 2022 to 2025

Evolution of Safety Issues at the ABCs & QDMs (2022–2025)

Report created by the Data Analysis Committee, April 22, 2025

General Trends Over Time

- **2022–Early 2023:** Safety concerns were **more prominent and polarized**, especially at the 2022 ABC Day 1 & 2 and Day 3. Reports highlighted **emotional discomfort, intimidation, and unwelcoming behavior**, with some delegates describing the tone as hostile or triggering. Technical issues and deviation from procedures added to the unease. Roughly **20–30% of delegates** in 2022 reported discomfort, confusion, or observed bias.
- **Mid 2023–Early 2024:** There was **notable improvement** in how safety protocols were communicated and enforced. The February 2023 QDM and May 2023 ABC surveys show stronger ratings in **guideline clarity, trusted servant behavior, and overall emotional safety**. Comments still noted occasional dominance in conversation and confusion for new delegates, but these were less frequent and severe.
- **Late 2024–Early 2025:** By the time of the **August 2024–February 2025 QDMs**, feedback showed **greater satisfaction with safety protocols, better delegate preparation**, and increased comfort for most participants. However, **minority voices and emotional inclusivity** remain areas needing attention. Comments about **intimidation by peers or servants, and inequities in speaking time**, were still present but declining in frequency.

Issue	2022	2023	2024	2025
<i>Dominating voices limiting participation</i>	High	Moderate	Moderate	Lower but present
<i>Intimidation by others (delegates or trusted servants)</i>	High	Moderate	Moderate	Low
<i>Observers feeling excluded</i>	Moderate	Moderate	Low	Low
<i>Bias (racial, ethnic, spiritual, etc.) observed</i>	Moderate	Moderate	Low	Low

Updated: 23 April 2025

Issue	2022	2023	2024	2025
<i>Technical or procedural confusion</i>	High	Moderate	Low	Low
<i>Clear safety protocols provided</i>	Rare	Common	Standard	Fully integrated
<i>Feeling emotionally safe to participate</i>	Low-Moderate	Moderate	High	High
<i>New delegates feeling welcomed</i>	Often poor	Improving	Stronger	Generally good

Current State: 2025

Strengths

- Most delegates now *agree or strongly agree* that **guidelines for conduct and safety are applied fairly and consistently**.
- The **tone has improved**, with comments increasingly reflecting a sense of **learning, respect, and encouragement**.
- **Protocols are more visible** at the start of meetings and better supported by **IT and trained facilitators**.
- Greater use of **breakout rooms** and **structured speaking times** help foster balance.

Remaining Challenges

- **Interpersonal dominance**: Even in 2025, a small but recurring percentage of delegates (5–10%) report feeling overshadowed.
- **New delegates and observers**: Occasionally feel unprepared or confused by meeting procedures.
- **Bias**: Reports of bias have decreased but not disappeared, particularly concerning spiritual expression and national origin.
- **Comment moderation**: Sarcasm or dismissive comments still occasionally discourage vulnerable voices.