Thank you for taking the Macquarie University Panel Pledge! The following information and recommendations are provided to help you keep the commitment you’ve made.

**WHAT IS THE PANEL PLEDGE?**

As a signatory of the Panel Pledge, you are committing to play your part in ensuring seminars, conferences, keynote lectures and symposiums are diverse and inclusive. To do this, you are agreeing to:

- Not take part in any Macquarie University or external event, symposium or conference where the panel is not diverse.
- Insist that these events are representative and diverse if you are involved in organising an event, symposium or conference.

**HOW DO I KEEP THE PANEL PLEDGE?**

**WHEN YOU’RE INVITED TO SPEAK AT AN EVENT:**

1. Ask if the organisers have considered diversity, and request confirmation that the list of speakers is diverse
2. If the panel isn’t diverse, make it clear that your acceptance is based on the condition that diverse speakers are invited to take part
3. Offer the names of speakers from under-represented groups
4. Suggest relevant resources such as - [https://500womenscientists.org/request-a-scientist/](https://500womenscientists.org/request-a-scientist/)

**WHEN YOU’RE ORGANISING AN EVENT:**

1. Ensure the organising team is diverse; and plan your event to attract a diverse audience
2. Think beyond the ‘usual suspects’ in your area or sector when selecting speakers
3. Ask colleagues for recommendations or put out a call for speakers/paper
4. Invite junior speakers – speaking at conferences and events can support career progression and development
5. Ensure diverse speakers are invited to talk on the substantive topics of the event or conference – avoid tokenism or invitations to speak on behalf of an under-represented group.
6. Please refer to our inclusive events checklist
7. Work with the Macquarie University Events and Protocol team who can offer advice on inclusive practice and help you to organise and run your event

For more information on Diversity & Inclusion at Macquarie, and how you can get involved, please visit [https://staff.mq.edu.au/work/diversity-and-community](https://staff.mq.edu.au/work/diversity-and-community)
WHY IS THE PANEL PLEDGE IMPORTANT?

Our aim at Macquarie University is to ‘fix the system’ – to address the policies, culture and processes that maintain and create inequality. We see the Panel Pledge as one part of the solution – to ensure our seminars, symposia, conferences and events are inclusive and diverse.

It has been estimated that less than 15% of panellists at high-profile events in Australia are female, and less than 12% of cited experts in business newspaper articles are female (Male Champions of Change, 2016). The lack of female speakers is increasingly being recognised and has led to calls to boycott significant academic conferences (Gibney, 2014). This lack of diversity is not only the result of the underrepresentation of women at senior academic levels as the proportion of female speakers is often lower than the gender balance nationally or internationally (Casadevall and Handelsman, 2004; Isbell et. al. 2012; Sardelis and Drew, 2016; Martin, 2014; Schroeder et. al. 2013).

THE POSITIVE IMPACTS OF TAKING THE PANEL PLEDGE INCLUDE:

- **Challenging bias**: research suggests that interaction with and evidence of individuals who counter our stereotypes helps to break down and challenge our biases (Dasgupta and Asgari, 2004) just as the absence of diversity perpetuates dominant stereotypes around who academics or leaders are or look like.

- **Participation**: the diversity of speakers can have a positive impact on participant’s propensity to attend and participate in a conference or event (Murphy, Steele and Gross, 2007; Davenport et. al. 2014)

- **Promoting excellence**: the academic community, research output and innovation benefits from multiple and diverse perspectives (Schroeder et. al. 2013).

- **Career development**: speaking at conferences and events can have an impact on career development and the opportunity to build networks, contacts and collaborations. Inviting speakers from a range of levels and career stages increases the diversity of the pool of potential speakers and enables access to these development opportunities. (Ford et. al., 2018).

- **Role models**: providing a diverse range of role models for junior academics and researchers can help to show that it is possible and achievable for underrepresented groups to progress (Morgenroth, Ryan, and Peters, 2015).

Representation and diversity at conferences and events is one part of the solution for inequality and underrepresentation in academia.

REFERENCES:


Schroeder, J. et. al. 2013. Fewer invited talks by women in evolutionary biology symposia. *Journal of Evolutionary Biology*, 26(9)