Are You Organizing a Seminar or Conference?

Bias is widespread and has a major effect on the careers of women. You can combat gender bias with effective planning.

Leaders at ESF want to overcome biases to ensure people have equal opportunity. Please do your part to support anti-bias behavior and language when planning seminars.

Office of Inclusion, Diversity, and Equity
Endorsed by the SUNY ESF Provost's Office
Have you...?

Balance gender ratios and roles in your event.
Be sure not only that the numbers are balanced but also roles - are women represented as ‘keynote’ or ‘invited’ speakers with special status, chairs of work group/sessions, and within each topic or session?

Avoided the use of language eliciting unconscious bias
Asking for suggestions of ‘exciting’ or ‘dynamic’ speakers might bias towards more assertive male communication styles, but soliciting suggestions of authors of interesting papers recently published may be less biased.

Given moderators some specific pointers
In moderated Q&A or panel discussions, without being aware of it, male speakers/panelists may try to field more of the questions or talk over or interrupt female speakers/panelists, but giving a moderator specific instruction to intervene if they observe this can ameliorate the problem. Such as...

If you see something, say something. Speak up on behalf of our inclusive community. You set the tone - make a difference!