



RECOMMENDATIONS FOR SYMPOSIUM PROPONENTS REGARDING EQUALITY, DIVERSITY, AND INCLUSION

ESRS Equality, Diversity and Inclusion (EDI) Committee and the Scientific Committee

1. Career Stage Balance

- Include early-career researchers (ECRs), mid-career, and senior academics to ensure visibility for all career stages.

2. Gender Diversity

- Strive for a balanced gender representation, including non-binary and gender-diverse individuals.
- This gender diversity should be across a range of career stages.

3. Avoidance of Ageism

- Consider competence and contribution over age.
- Include both younger and older professionals where possible.

4. Geographical Representation

- Include chairs from different regions, institutions (including underrepresented ones), and countries, particularly from less-represented areas.

5. Racial and Ethnic Diversity

- Be intentional in including individuals from underrepresented racial and ethnic backgrounds.

6. Language and Accent Diversity

- Avoid bias against non-native English speakers or those with different accents.

7. Institutional Diversity

- Include chairs from a variety of institutions (not only elite or research-intensive ones).

8. Intersectional Representation

- Be mindful of individuals who may represent multiple marginalised identities and avoid tokenism.



9. Disability Inclusion

- Ensure accessibility is not a barrier to participation.
- Actively include individuals with visible and invisible disabilities.

10. Religious and Cultural Diversity

- Avoid scheduling or selection practices that disadvantage individuals from different religious or cultural backgrounds.