



## No More Excuses!

### 5 Tips for An Inclusive Conference Line-Up

How do we include the voices of women and marginalized people at events? Success requires a conscious effort and commitment from the planning committee. We came up with 5 tips to help build a more inclusive line-up.

- 1. Refresh Your Speaker List:** Building your speaker database is an ongoing process. Look over your list. Check for up-and-coming experts at the intersections of gender, race, ability, age, sexuality, etc. Don't recycle the same experts or call on the people you're comfortable asking.
- 2. Rethink Expertise:** Does every expert in your industry fit the same description? Are they majority men? Majority white? Majority non-disabled? Asking questions like these helps challenge personal bias and industry norms about whose voice gets elevated.
- 3. Use Your Platform to Be the Change:** Mentorship and resources can help find new voices, train talent, and build diverse pipelines. Use conferences as an opportunity to expand who talks outside current industry standards.
- 4. Engage Your Empathy:** How would you feel if you attended a conference where no one looked like you or brought up topics you thought were important? Be mindful of how a panel lineup may affect attendees and their experiences in the space.
- 5. Use the GenderAvenger Tally:** Double-check your work before turning it in! Input your speaker numbers into the GA Tally to count who's present. It takes 5 minutes, and you get a cool graph.



To learn more, visit [www.genderavenger.com](http://www.genderavenger.com)

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