

# Recommendations for Promoting Diversity at Conferences

Eurographics Diversity Board

Diversity fosters innovation, collaboration, and inclusivity. Ensuring representation across diverse demographics, disciplines, and perspectives enhances the conference experience for all participants and reflects the broader academic and professional communities we serve. This document provides **recommendations** for organizers on how to select committee members, session chairs, keynote speakers, and student volunteers, having diversity criteria in mind.

Diversity at conferences has multiple facets, included but not limited to **gender, ethnicity, nationality, career stage, disability, sexual orientation, and area of expertise**. It is encouraged to choose committee members, session chairs, keynote speakers, and student volunteers such that the composition of all visible and structural roles reflects the diversity wished to be seen across the entire conference.

Consider the following aspects when planning your conference:

- Actively promote **calls for participation** (papers, panel proposals, workshops) in diverse platforms and networks, including those targeting underrepresented communities.
- Ensure **accessibility** at your conference by accommodating participants with disabilities, including accessibility in venue selection, program design, and communication. Consider not only physical access but also **digital accessibility** (e.g., captioned videos, screen-reader-friendly websites and documents, large-print materials).
- Develop and prominently communicate a **code of conduct** that emphasizes inclusivity, professionalism, and respect, cf. previous Eurographics/EuroVis conferences. Clearly communicate this to all participants. Assign trained contact people (e.g. ombuds team) for upholding this code and responding to incidents confidentially and fairly.
- Consider offering **mentorship opportunities**, in which early-career attendees are paired with more experienced mentors to foster professional growth and inclusion. This can include mentor-mentee pairings, onboarding sessions, or dedicated networking spaces.
- Make attendees aware of the **Eurographics Widening Participation Scholarships**: <https://www.eg.org/wp/eg-widening-participation-scholarships/>. Make the application process clear and approachable, and encourage applicants through outreach in diverse networks.
- Include anonymous **feedback** channels to continually improve inclusivity, accessibility, and diversity-related efforts. Publicly acknowledge and act on feedback where possible.

- At the opening or closing event, share **diversity metrics and initiatives** openly to inspire accountability and future progress.
- If feasible, offer **on-site childcare**. Clearly state your conference's family support policies in the call for participation (e.g., nursing rooms, child-friendly accommodations).
- Allow participants to add **pronouns** during registration and include them on name badges.

By embedding diversity into every stage of the conference planning process, organizers can create an enriching and inclusive environment for all participants.

## Conference Roles

### Program Committee

At many conferences, the program committee has a certain degree of continuity, which is, of course, desirable. Oftentimes, the program committee members from previous years are invited first and empty slots are filled with new individuals. Before mechanically inviting all previous members, pause and consider if the previous committee meets your diversity goals. This not only includes gender, ethnicity, and nationality, but it also encompasses the areas of expertise. To keep the conference relevant and vibrant, the committee should include members from new rising and underrepresented research areas, such as interdisciplinary or applied topics, which may not be strongly represented historically. Also, strive for a balanced mix of senior and early-career researchers.

### Session Chairs

Avoid selecting only senior or well-established individuals as session chairs. At many conferences, session chairs are chosen from the international program committee. Consider including early-career professionals, as well. A good entry point for your search are the authors of previous years, as well as individuals who recently received PhD and Early Career awards. Consider also geographic and institutional diversity, to avoid overrepresentation from a limited pool of countries or universities.

### Keynote Speakers

Serving as keynote speaker offers a great deal of exposure. If your conference features multiple keynote speakers, consider inviting members from academia and industry, from different research areas, and at different career stages. As food for thought, one of the regular (long) keynote sessions could be replaced by an emerging talent session, in which multiple younger individuals give shorter presentations. As the organizer of your conference, you are in charge of your conference program, allowing you to make positive changes that increase diversity.

## Student Volunteers

Consider additionally promoting volunteer opportunities through channels that engage underrepresented communities. Whenever possible, lower the conference fees or offer other financial support for volunteers to reduce financial obstacles for students from underprivileged backgrounds and refer volunteers to the EG Widening Participation Scholarship. Still, ensure that volunteer duties are compatible with attending sessions, networking, and benefiting from the conference.

## Workshop and Tutorial Organizers, Panelists, and Moderators

Encourage diverse organizing teams for workshops and tutorials, especially those that include early-career researchers or members from underrepresented groups. Actively reach out to underrepresented communities to submit workshop/tutorial proposals. Ensure the topics themselves also reflect **diverse and emerging areas of interest**, not just mainstream subjects. As panels are high-visibility sessions, ensure a **balanced mix of gender, geographic background, career stage, and perspectives**.

## Awards and Nomination Committees

Make sure awards committees are **diverse** and that nomination processes are **transparent and open**. Actively seek nominations of individuals from underrepresented groups, who may otherwise be overlooked due to lack of visibility or self-nomination.