

UKAN+ Policy on Diversity of Speakers

Preamble. We are keen that UKAN+, in its selection of speakers for all its events and seminars, takes care to ensure that the diversity of our network is represented, and that we are pro-active in bearing in mind diversity when we think through invited speakers for our events, and lists of speakers for our seminar/webinar series.

The Policy. In support of this aim, UKAN+ has endorsed at its Academic Management Team meeting on 24/2/22 the following policy.

“In all our events (workshops, seminars, webinars) we will pay attention to diversity of speakers, especially in the invitations we make. In particular, in our selection of speakers for the UKAN+ Webinars (and for seminar series organised by our SIGs) we will think through and aim for diversity of gender, race and ethnicity, and career stage, expecting to invite each year at least 30% speakers of both male and female gender, and at least 30% of speakers who are at an earlier career stage.”

Rationale for the Policy. As we note on our website:

“Diversity enriches the field of acoustics, and the health of acoustics as a discipline depends on attracting and nurturing the widest range of talent from across the UK and beyond.

Our network is committed to equality of treatment, to increasing diversity and participation in acoustics of under-represented groups, and to providing an inclusive and supportive environment for all network members. Over the duration of the UKAN+ project we will look to implement interventions through our strategies, policies, processes, and activities as a network.”

We are keen, through this particular policy and associated actions, to ensure that we invite to all our events and seminar series a diverse range of speakers, providing networking, visibility for, and support to the career development of a diversity of talent, and providing, through a diverse range of speakers, role models and inspiration for all within our network. Additionally, our events and seminar series are a highly visible part of our activities, and we are keen to showcase a diverse range of talent so as to help attract diverse talent into the network, and further diversify the network.

Practical Advice. Mechanisms to aid thinking about diversity of speakers, and helping to create a diverse speaker list include:

- i) Seeking suggestions from a diverse group, with a reminder of this policy as we seek these suggestions. In particular, early career researchers, or the leadership of early career groups including our own EC SIG may be able to suggest possible EC names, and it may be that some of the women in your networks are more aware of other women working in the area.
- ii) Methodically looking through speaker lists from recent conferences in relevant areas (though this biased towards those able to attend

- conferences easily), or other lists (eg membership lists for our SIGs, staff/postdoc/PhD lists in particular departments).
- iii) You may find it helpful, when planning for example a webinar series, to send out invites to certain groups first. Eg, you might make sure you have at least 30% early career speakers signed up before sending out other invitations.

Monitoring how we are doing. We've created an online form to help monitor, anonymously, the diversity of our Webinar speakers across UKAN+, to help us track how we are doing against the above policy. We ask seminar organisers to ask all Webinar speakers to complete this anonymous form. Concretely we suggest:

- A request to each speaker to complete "an anonymous UKAN+ Webinar speaker diversity and inclusion monitoring form to help us produce annual data to understand the diversity of our Webinar speakers" at the point where the speaker accepts the invitation
- A reminder to complete this, if not already done, as part of a thank you email after the event.

We will analyse these anonymous forms to report data annually back to the UKAN+ management team and the SIG leadership.