

Women on Boards Adria Pledge

Gender Diverse Panels for Inclusive Discussions

A Strong Commitment to Pluralism of Perspectives, Viewpoints and Experiences

“All men panels” or “manels” refer to panels, discussions and other professional and/or academic events where only men partake as speakers, thus excluding the voices of women who are experts in the field.

Panel parity is vital for ensuring diverse perspectives are represented in important public discussions. When considering traditionally male dominated business sectors or academic fields, not only do women enrich the debate by bringing unique insights, experiences, and expertise to the table, their inclusion is crucial for ensuring more effective and well-rounded findings and conclusions. In fact, excluding them from panels or discussions can result in a narrow and biased representation of ideas and can perpetuate discrimination. To ensure well-deserved seat(s) for women at the academic/expert tables, it is necessary to actively promote and implement gender inclusive practices, starting with panel composition.

On behalf of the **Women on Boards Adria**, we invite you to join us in taking this Pledge and saying no to one-sided panels.

We pledge to actively work towards achieving gender balance in all panels and discussions, by strongly advocating for the representation of women and striving for inclusive discussions in every professional and/or academic event we organise or partake in.

To honour this Pledge, we will:

1. Strongly advocate for gender-diverse compositions on panels before accepting an invitation to speak and to actively suggest the inclusion of women experts when recommending speakers for panels.
2. Explain the importance of gender inclusion when deciding whether to accept invitations to speak on panels.
3. Amplify the voices of women by promoting their research and accomplishments.
4. Hold organisers accountable by providing feedback or suggestions for improvement when needed.
5. Use influence and networks to encourage and support the participation of women in important discussions and decision-making processes.