I commit to:

 Ensuring that whenever I am invited to be involved in or sponsor a panel or conference, I will inquire about the organiser’s efforts to ensure gender balance.

 Requesting confirmation of who the other panellists / speakers including keynote speakers / participants are, and how gender balance will be achieved.

 Insisting that as a condition of acceptance, I expect meaningful gender balance in representation. I reserve the right to withdraw from the event, even at the last minute, should this not be the case when the speaker list is finalised.

 Promoting gender diversity by offering names of potential speakers from within my own department or network and, if helpful, point them to resources.

 Whenever I am organising an interview panel or committee, I will ensure gender balance. Whenever I am invited to be part of an interview panel or committee, I will inquire about gender representation to ensure balance.

 Identifying gender imbalances when I see them.

 Asking the question. If there is not gender balance, why not?

 When organising my own events, I will ensure speaker criteria are not inadvertently biased, and that gender diversity is taken into account.