

Catalist | Panel Policy

Catalist is committed to increasing the visibility and contribution of historically underrepresented people in data science so that our collective work becomes stronger and more representative of our movements and the democracies in which we live. This includes assessing public panel participation through many lenses, including race, ethnicity, gender identity, orientation, age, disability, immigration status, faith, pregnancy, career stage, education, class, and imperceptible limitations.

As part of this commitment, we pledge to participate in diverse panels and other professional forums and work with organizers to ensure proposed events are inclusive, equitable, diverse, and accessible. This is especially important for events focused on specific communities and constituencies we engage through data science and related advocacy and campaign outreach.



We will make our commitment known



We will encourage others to create diverse panels and events

1. Our executive team and managers will support these efforts and encourage staff to do the same.
2. We will include panel diversity in conference sponsorship agreements.
3. We will build an internal culture that encourages the inclusion of diverse voices within our organization.



We will actively encourage the voices of individuals who identify with historically under-represented groups



1. We will use our networks to recommend these individuals for speaking opportunities.
2. We will encourage and enable these individuals in our organization and network to accept speaking opportunities.
3. Catalist will offer professional development, support and training in public speaking to encourage participation on panels and forums.



This document draws from The Panel Pledge, developed by The Women's Leadership Institute Australia and the 500 Women Scientists guide to Inclusive Scientific Meetings. Catalist also has a public policy on Diversity, Equity, Inclusion, and Accessibility.

This commitment involves:

- Asking who other panelists and speakers are to ensure they are representative of our movement
- Working with organizers and analysts to identify and support diverse voices in our field
- Documenting and tracking the panels in which we participate and noting how successful or unsuccessful they are at promoting diversity over time
- Reserving the right to withdraw from panels and events if they lack diversity
- Sharing this pledge with organizers and peers in our field



We will encourage diversity in participation when invited to speak

1. We will ask who the other panelists and speakers are and how demographic balance will be achieved.
2. As a condition of acceptance, we will state we want speakers and attendees from historically under-represented groups to participate in a meaningful way.
3. We will reserve the right to withdraw, even at the last minute, if a panel or event lacks diversity.
4. We will suggest individuals from our networks and point to resources available to identify diverse speakers.
5. We will track the balance of panels we participate in and the outcomes of implementing these policies.



We will raise the issue of balance when the opportunity arises

1. We will point out imbalances in speaking opportunities when we see them.
2. We will encourage conference organizers to take ownership of achieving diverse balance in speakers and attendees.



We will not accept excuses

1. We will not accept a lack of time, attention, or availability as an excuse to have a non-diverse panel.
2. We will urge event organizers to prioritize diversity and prioritize it ourselves in seeking and creating speaking opportunities.