



Guidelines for Diversity of Conference and Panel Speakers

The International Law Association ('ILA') aims to promote diversity on ILA speaker panels and conference programmes. The ILA recognises the valuable contribution to international law that is made by individuals of diverse characteristics, including geographic diversity, ethnicity, age, gender expression, gender identity, sexual orientation, religion, disability and economic status amongst others, in addition to the intersectionality of these characteristics. The ILA acknowledges the systemic bias that individuals of diverse characteristics can experience in progressing their careers in this field, as in other walks of life. Speaking at public fora is a valuable opportunity for researchers, academics, and practitioners to share their knowledge and increase their profile in the field of international law.

As an organisation that is committed to equality and the rule of law, the ILA adopts the following Guidelines for Diversity of Conference and Panel Speakers, for application by its Regional Branches and Headquarters alike:

1. ILA representatives should aim for diverse representation in the selection of speakers on every panel at an ILA affiliated event, including 50/50 balance of men and women;
2. ILA representatives should aim for diverse representation in the selection of keynote speakers at an ILA affiliated event, including 50/50 balance of men and women;
3. ILA members are encouraged to raise the issue of diversity with event organisers where there are low levels of diverse representation in the selection of conference and panel speakers, including when there is no woman speaker on a panel or amongst two or more keynote speakers at an ILA affiliated event; and
4. ILA representatives are encouraged to adopt techniques to increase diversity of speakers and attendees at ILA affiliated events, such as inviting speakers as early as possible, contacting diverse and minority group law organisations for speaker suggestions, ensuring that the venue is wheelchair-accessible and ensuring that events are family friendly, where possible.

Definitions:

Panel = two or more speakers, not including a panel chair, appearing in front of an audience at the same speaker forum at the same time.

ILA affiliated event = event that the ILA or any Regional Branch is officially hosting or involved in organising, rather than an event that ILA members are organising in another capacity. These events may include standalone panel events and conferences.

ILA representative = person acting on behalf of the ILA Headquarters or a Regional Branch, as the case may be.