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## Policy on gender equity at academic events and summer schools sponsored by CEU

1. In many disciplines' academic events, women are significantly underrepresented compared to men as keynote or plenary speakers, as symposiasts or as panelists. The source of this phenomenon may be widespread and generally unintended gender bias throughout the academia. The professed objective of CEU to be a promoter of equal opportunities means a commitment to do what we can to counteract occurrences of gender bias.
2. As stated in the "Conferences and Academic Events Fund Policy", CEU aims to encourage, support and host conferences and other events which contribute to its mission and increase its recognition in the international academic and wider community. Similarly, CEU Summer University's (SUN) mission is to promote research, teaching, and social engagement by hosting high-level, research-oriented, interdisciplinary, and innovative academic courses as well as workshops across a wide spectrum of academic disciplines. As such, CEU recognizes its responsibility for promoting gender equity throughout its events.
3. The current policy covers events directly sponsored by CEU through its Conferences and Academic Events Fund, and through the financial support given to the Summer University. This means:
  - all recipients of full or partial funding from the Conferences and Academic Events Fund,
  - all recipients of CEU SUN financial support.
4. Organizers of the events mentioned above should be attentive to the need to address gender equity when the invited speakers for an event are selected. Both the Conferences and Academic Events Fund application form and SUN course proposals will include a section addressing this issue.
5. If the speakers are already identified at the time of the application, organizers will have to state either that (1) the invited speakers have a good balance of male and female speakers, or (2) explain how efforts were made and why such a balance could not be achieved.

6. If the invited speakers are not identified at this point, organizers include an acknowledgement in their application for funding that reflects their awareness of gender equity issues prevalent in their respective fields, and the efforts they are planning to undertake in order to address equity in their event. In due time, prior to the event, organizers need to report on the efforts undertaken and the achieved result with reference to the initially submitted gender equity plan. A copy of the program together with a brief report covering the issue of gender balance will be submitted to the CEU Research and Academic Travel Support Committee or to the CEU Summer University Board.
7. Every CEU unit is encouraged to aim at gender equity at other events organized and hosted by CEU in addition to those covered by this policy. Departments are invited to make a voluntary commitment to the following objective: when organizing events - including seminars, workshops, symposia, public lectures, lecture series and conferences – the unit will address the issue of gender equity in the selection of invited speakers.
8. Event organizers are encouraged to consult appropriate sources for advice on how to achieve gender balance at academic events. (For example, <http://feministphilosophers.wordpress.com/2011/03/26/how-to-avoid-a-gendered-conference/> or <http://forgenderequityatconferences.blogspot.hu/2012/09/q.html> . For further advice they may consult the Equal Opportunities Committee at CEU.)
9. Monitoring the implementation of this policy is done by the Senate Equal Opportunity Committee through its bi-yearly reports to the Senate.
10. Complaints and concerns connected to gender equity in events at the CEU as defined under this policy should be directed to the Pro-Rector for Foresight and Analysis.

<b>Document information</b>	
Type	Policy
Number	P-1211-1v 1811
Title	Policy on gender equity at academic events and summer schools sponsored by CEU
Related documents	
Approved by	Senate
Date of approval	November 23, 2012, amended November 23, 2018
Enters force	January 2, 2013
Distribution	Internal
Filename	P-1211-1v1811 Policy on gender equity at academic events and summer schools sponsored by CEU