



# All Male Panel

Panels, boards, discussion groups in which only men are represented, i.e., *all male panels*, are no longer appropriate: they make many perspectives invisible and suggest that only men are able to make statements on the topic in question. If you are also critical of all-male panels, here's what you could do:

## You are invited as a man to an all male panel. You could...

- ...inform yourself in advance about the composition of the panel, offer help in finding suitable speakers and, in case of doubt, refuse to participate in the panel.
  - This is also the approach taken by the head of human resources at SAP Germany, [Cawa Younosi](#)
- ...sign a voluntary commitment that excludes participation in an *all male panel* and that you can refer to in the event of an invitation.
  - That's what [Florian Nöll](#), an expert on startups, corporate innovation and the digital economy, does.
  - A template for a voluntary commitment can be found here: [Diversity Code](#)
- ...suggest your female colleagues or even form your own networks.
  - [Male Feminists Europe](#) is a good example of a gender inclusive network.
  - [Wolfgang Lünenbürger-Reidenbach](#), founder and head of the agency [Kahlbom & Sons](#), is also counting on this.

## You organize a panel yourself. You could...

- ... declare gender parity to be a defined goal. It must be a component of planning and taken seriously as such. Women should not only become visible as facilitators.
- ... resort to networks. There are large networks and databases whose only goal is to provide experts. Via [women speaker foundation](#), [Speakerinnen](#), [epws](#), [academia-net](#) or [femconsult](#), experts can be found on almost any topic.
- ... be clear about your own bias. If you think "*speakers should be invited according to their competencies, not their gender,*" you are definitely taking a fair approach. And yet studies show that this claim is often undermined because we judge the competence of our fellow human beings not objectively, but subjectively biased.



## Read more:

- The Allbright Foundation gives [4x4 tips](#) for #MoreWomenInLeadership.
- Diversity and equal opportunities at the UFZ - [What can I do?](#)
- The [Hasselhoff - tumblr blog](#) documents bad-practice examples