



All-male panel – recommended actions for men

Panels, podiums and discussion groups in which only men are represented, i.e. *all-male panels*, are no longer in keeping with the times: they make many perspectives invisible and suggest that only men are able to make statements on the respective topic. If you are also critical of all-male panels, you could do the following:

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

- ...inform themselves in advance about the composition of the panel, offer help in the search for suitable speakers and, in case of doubt, refuse to take part in the panel.

This is also the view of [Cawa Younosj](#), Head of Human Resources at SAP Germany

- ...sign a voluntary self-commitment which excludes participation in an *all-male panel* and which you can refer to in the event of an invitation.

[Florian Nöll](#), an expert on start-ups, corporate innovation and the digital economy, does the same.

A template for a voluntary commitment can be found here: [Diversity Code](#)

- ...suggest your 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 [Kahlbom & Sons](#) agency, is also banking on this.

You organize a panel yourself. You could...

- ... declare gender parity as a defined goal. It must be part of the planning and taken seriously as such. Women should not only be visible as moderators.
- ... make use of tools: The [Conference Diversity Distribution Calculator](#) is a free web application that uses the size of the panel and the frequency of a demographic group (e.g. women) within the total population to calculate the likelihood of a particular mix occurring.
- ... fall back on networks. There are large networks and databases whose sole aim is to find female experts. Via [women speaker foundation](#), [Speakerinnen](#), [epws](#), [academia-net](#) or [femconsult](#) you can find experts on almost any topic.
- ... realize your own bias. Anyone who thinks that "*speakers should be invited on the basis of their skills and not their gender*" is 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
- [Guidance for Avoiding all-male panels](#)
- [Nature article](#): Just say "no" to manels

