

Upholding the Diversity Pledge Response Template



Suggested wording for responses to event invitations

Thank you for the invitation to speak at/participate in your event. The University of The Sunshine Coast is committed to diversity and gender equality. As an USC Diversity Champion who is committed to a more equitable future, I have taken on USC Diversity Pledge.

I am very interested in participating in your event/panel, but before I confirm my attendance, would like to request confirmation of the other panellist/speakers/participants. I hope to see a diverse and inclusive representation, balanced by a line-up of women and men all contributing in meaningful ways.

Should you require some assistance achieving diversity and gender balance, I would be happy to assist with a process to identify additional participants.

Response to indication of panel lacking diversity

Thank you for providing details of your event line-up. I am very keen to participate but the lack of diversity compromises my commitment to equality so I will be unable to attend/participate on this occasion. I would be happy to reconsider this decision should you be able to secure a more balanced panel/line-up.

Response if the organiser has attempted but failed to achieve diversity but the event is key to your role

Thank you for providing details of your event line-up. I appreciate your efforts to achieve diversity balance and I acknowledge the challenges with ensuring this balance.

Demonstrating a commitment to diversity is important for our field/discipline/profession. Might I suggest you consider inviting diverse/female participation from a complementary field or perhaps create an opportunity for an up-and-coming female in the field to present?

The lack of diversity limits the quality of the conversation and potential outcomes. Should you require some assistance achieving diversity and gender balance, I would be happy to assist with a process to identify additional participants. We will not achieve the change we all desire unless we are committed to doing things differently.