

## 8 Internal Policies

### 8.1 Equity policy for events

To promote gender balance events, CONCORDIA adopts the following rules.

1. **Events organized by CONCORDIA.** The event organizers should define the event program such to:
  - ensure the presence of at least one female speaker over three speakers in each panel, if any;
  - ensure the presence of at least one female speaker over three speakers, among invited talks, if any;
  - ensure a balanced proportion of male and female moderators in panels/event sessions, if any.
2. **Academic events organized by members of the CONCORDIA consortium.** In addition to previous rules, members of the CONCORDIA consortium with organizers' roles in an academic event (e.g., general (co)chair, program (co)chair, etc.) should:
  - ensure a balanced proportion of males and females in the event program committee.

In case of non-compliance, organizers have to prove the efforts undertaken to address the rules.