

ESIL GUIDELINES FOR THE DIVERSITY OF CONFERENCE AND PANEL SPEAKERS

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ESIL Guidelines for the Diversity of Conference and Panel Speakers

The European Society of International Law (ESIL) is committed to promoting diversity in its speaker panels and conference programmes in line with the ESIL Statement of Principles on Diversity, Equality and Inclusion. As detailed in its Code of Conduct, ESIL also upholds a strong commitment to fostering a professional and academic environment that is inclusive, respectful, and free from discrimination and harassment.

ESIL acknowledges the systemic biases faced by individuals of diverse characteristics in advancing their careers, including within the field of international law. Public speaking opportunities at ESIL-affiliated events are invaluable for researchers, academics, and practitioners to share their expertise and enhance their professional visibility. With this in mind, ESIL commits to promoting engagement and collaboration of individuals of diverse identities, experiences, and ideas.

To guide the organisation of ESIL-events or ESIL-affiliated events, ESIL adopts the following **Guidelines for the Diversity of Conference and Panel Speakers**:

1. These guidelines are intended to ensure diversity in the selection of speakers and panels in all events of the Society. With a view to the diversity of the membership of the Society as a whole, organisers and selection committees should consider ethnicity, race, gender, and geographical representation, amongst others, in the process of proposing and selecting speakers and panels.
2. Selections shall be made with a view to having speakers from diverse professional backgrounds, including both scholars and practitioners, and career stages, and promoting early-career professionals.
3. Any session focusing on a particular geographic region, national issue, or community must include at least one individual from that region, nation, or community. Any exception must be justified to the Board.
4. No speaker may participate in more than one session during the event.

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5. No panel (excluding the chair/moderator) should include two individuals with the same institutional affiliation, unless they are jointly presenting (e.g., as co-authors).
6. Individuals may not moderate a session that concerns matters in which they or their clients are currently engaged (particularly relevant for moderators from private practice whose firms represent clients involved in the session topic being discussed).
7. ESIL members are encouraged to raise concerns with event organisers when there are low levels of diversity among speakers, such as the absence of women or legal practitioners on panels.
8. ESIL representatives are encouraged to adopt proactive measures to increase the diversity of speakers and attendees at ESIL-affiliated events. These measures include:
 - Inviting speakers as early as possible to improve availability and allowing for long visa processes,
 - Engaging with diverse and minority group law organisations and professional bodies to identify speaker suggestions,
 - Ensuring accessibility of venues, including wheelchair access,
 - Creating family-friendly events, where feasible,
 - Informing selected speakers of opportunities to obtain financial assistance.

By adopting these guidelines, ESIL aims to promote inclusive and equitable opportunities for individuals across the spectrum of diversity and to support the active engagement of legal practitioners in advancing the field of international law.

This document is revised at regular intervals. If you have any proposals for updating the selection guidelines, please contact the [ESIL Board](#) or the [Diversity Advisory Board](#).