

VISIBILITY WATCH

WHEN
REPRESENTATION
MATTERS



THE
BRUSSELS
BINDER

FRIEDRICH
EBERT
STIFTUNG

THE VISIBILITY WATCH EU (viEUw) PROJECT

Visibility Watch EU (viEUw) is a campaign advocating for better representation in European debates.

This is the first year of the project and its first report.

- Hosted by The Brussels Binder, a database of women experts based in Europe
- Inspired and supported by the EU Panel Watch initiative which conducted a successful campaign to point out the lack of representation in EU panels between 2015 and 2019
- Funded by the Friedrich Ebert Foundation for the period 2021-2022

MAIN OBJECTIVES:



RAISE
AWARENESS



PRODUCE
REPORTS



DEVELOP ADVOCACY
CAMPAIGN

Exhausted by the dull public debates in Brussels, frustrated by the fact that panelists in events and experts interviewed in the media always have the same profiles - meaning cis white people, giving birth to what is known now as *manels*¹, we joined forces to change the situation and open the door to these spaces.

The conviction of Visibility Watch EU is that greater representation and inclusiveness at Brussels events will lead to better policy-making.

In the long run, one of our aims is to advocate for more representative and more inclusive debates. In the short run, we wish to see concrete measures and new approaches adopted within the EU bubble. To do so, one

needs to consider diversity, expertise, representation outside of comfort zones and moving beyond a focus only on gender diversity, which can also cause harm. In the 21st century, it is crucial to look beyond panel composition and question accountability.

VIEWUW AIMS TO ACHIEVE THE FOLLOWING OBJECTIVES:

Raise awareness on the issue of lack of diversity and underrepresentation, as well as create synergies to promote inclusive representation.

Producing a yearly public research report, monitoring EU events and taking stock of the composition of panels in Brussels.

Developing an advocacy campaign demanding and defending inclusive panels

Head to www.brusselsbinder.org/visibility-watch-eu to learn more about the campaign.

¹Manels: A panel where only men are present as speakers.



CONTRIBUTORS

AUTHORS OF THE REPORT

Isma Benboulabah & Safaa Charafi

COORDINATORS OF THE PROJECT & RESEARCH

Pauline Chetail & Isma Benboulabah
with the support of Moana Genevey

FINDINGS & ANALYSIS

Isma Benboulabah

RECOMMENDATIONS

Isma Benboulabah, Safaa Charafi,
Marika Andersen



DATA COLLECTION

Elena Volino, Lucrezia Sapienza,
Keelin Dunn, Emilie Jarrett,
Alla Garcia, Julia Kulpa,
Alexandria Chastenet de Gery

PROOFREADING

Cianán Russell & Keelin Dunn



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GRAPHIC DESIGNER

olli illustration

www.oillustration.com

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CONTEXT AND REASONING

REPRESENTATION MATTERS

Representation is the act of representing; the state of being represented; the expression or designation by some term/characteristic/symbol; action or speech on behalf of a person, group².

REPRESENTATION MATTERS

Representation is often perceived as the strongest strategy to increase identification and create a sense of belonging and value among people.

That is the case with several studies showing the impact and power of representation on screen and in the media of people from marginalised groups.

Aware of the importance of representation, the European Commission developed the EU Anti-Racism Action Plan 2020-2025, with various references to the importance of representation. The positive effect of representation can be felt across all marginalised groups, not only those negatively impacted by race and/or ethnicity.

Indeed, for marginalised and underrepresented communities, representation is also a tool that can help them express their existence and their survival sometimes, it is the only way to be visible to all. Research and investigations have been conducted on diversity and inclusion, and specifically on the impact of increasing connections between institutions and grassroots activists and their work.

Poor representation is harmful in many ways³. Whether it's in the media, history, science,

business, etc., people of color and marginalised groups have been poorly portrayed, if they were portrayed at all. This has left a profound mark on individuals from marginalised groups and on how our society views people of color.

Disconnections between grassroots activists and speakers at public events are frequently observed in the "EU-bubble", leading to a lack of objectivity and closing the door to marginalised and/or vulnerable groups.

It goes without saying that if you can identify with people who resemble you (in terms of gender, origin, language, etc.) in the role of expert, it will also be easier for you to picture your future self in the same role.

All too often the all-male panel is a standard feature at conferences, with women accounting for 24% of speaking roles from 2012-2016 according to the Open Society Foundation⁴. **Equitable panels in terms of representation of gender, but also with speakers of different generations, origins, languages, or other characteristics, have unequivocal advantages.**

The strongest one is to say how a mixed panel guarantees richer and more open debates, with more innovative ideas and greater creativity⁵.

However, we still have a long way to go and important debunking work to achieve for the

² Representation - Definition & Meaning, Dictionary.com, Available here: <https://www.dictionary.com/browse/representation>

³Tajima, Emiko A. "First, do no harm: from diversity and inclusion to equity and anti-racism in interpersonal violence research and scholarship." *Journal of interpersonal violence* 36, no. 11-12 (2021): 4953-4987.

OBJECTIVES

spaces and systems to completely shift. Based on these premises and analysis made, Visibility Watch EU (ViEUw) was created. We gathered a board of experts on diverse and interconnected issues who brought together their perspectives, expertise and methodological insights on the strongest ways to analyse panels, conferences, and public speaking spaces.

The aim of ViEUw is to shed light on the current *public representation* at EU-related events and to challenge these spaces and the corresponding comfort zones that are now a norm in the EU bubble. This study is a strong tool to advocate for organisers of EU-related events to be more inclusive and representative, notably by advocating for more systematic data collection, avoiding a tokenist⁶ or a “fix it” approach which can cause more harm than good.

Nowadays, *diversity* and *inclusion* are mainstreamed terms in the EU bubble. This led to important internal discussions in the ViEUw project board concerning our choice of wording, to ensure our language precisely matches our vision and thoughts.

One of the major illustrations being the use of “*inclusive*” in the phrasing of our objective and research. Several major world crises, as well as political ones in NGOs and CSOs, have led to new approaches and restructuring strategies to increase intersectionality and question the lack of representation in existing systems.

Both the *Black Lives Matter* movement - which has existed way before 2020 - and *Women Deliver*⁷ transformation, have had major impacts on civil society and its wish to see changes when it comes to systemic racism and cases of harassment.

Worldwide, 2020 was a decisive year with a global desire to change. However, for grassroots activists and NGO workers who have been raising the alarm of this harmful and daunting situation, it is not enough to chant slogans. Actions must be taken, and once again: representation matters.

Awareness, care and precautions were key to the developed approach: **Visibility Watch EU is transparent in its methodology that it does not aim to measure “inclusion at events”.**

The mainstreaming of the concept of inclusion has been carefully analysed and discussed by the board and indeed, we believe that narrowing inclusion down to a set of metrics is problematic.

This may simplify what the term “inclusive” means for both conference organisers and onlookers, causing people to avoid putting deep thought into important questions such as, **“How can an event be inclusive? What does it take to be more inclusive? What tools can be used? What are the current good practices?”.**

The aim of ViEUw is to shed light on the current public representation at EU-related events and to challenge these spaces and the corresponding comfort zones that are now a norm in the EU bubble.

⁴“AN END TO MANELS: CLOSING THE GENDER GAP AT EUROPE’S TOP POLICY EVENTS”, Open Society Foundations, 2018.

⁵“How Diversity Makes Us Smarter” Katherine W. Phillips, 2017, Available here: https://greatergood.berkeley.edu/article/item/how_diversity_makes_us_smarter

⁶Tokenism: Policy or practice that is mainly symbolic, and involves attempting to fulfil one’s obligations with regard to established targets, such as voluntary or mandated gender quotas, with limited efforts or gestures, especially towards minority groups and women, in ways that will not change men-dominated power and/or organisational arrangements.” Definition from the European Institute for Gender Equality at <https://eige.europa.eu/thesaurus/terms/1408>

⁷Statement from Board of Directors on Women Deliver’s Transformation, 2020, Available here: <https://womendeliver.org/press/statement-from-board-of-directors-on-women-delivers-transformation/>

METHODOLOGY

GETTING REPRESENTATION RIGHT

Inclusive Representation is a form of representation that explicitly seeks to (1) increase the reflection of society in those who are represented, (2) ensures that marginalised groups are explicitly represented in meaningful and subjective ways, and (3) institutionalised responsibility for this representation⁸.

Representation is understood in its largest sense, not just representation of women and men.

UNDERLYING PRINCIPLES AND FRAMEWORKS FOR REFLECTION IN OUR WORK

INTERSECTIONALITY

We are careful in using the term 'intersectionality' and aim to use intersectionality as a framework to examine how multiple layers of oppression impact event speakers. We strived to adopt an intersectional approach in the methodology and the data collection as well as in the analysis.

Moreover, the people involved as board members and volunteers in the project are people with different intersecting identities, particularly from multiple marginalised groups. This allowed us to have multiple voices working on this report, recognizing the compounding impact of such intersections on discrimination.

Inclusion is understood in its largest sense, not just physical accessibility or numerical diversity.

"Inclusion is the action or state of including or of being included within a group or structure. More than simply diversity and numerical representation, inclusion involves authentic and empowered participation and a true sense of belonging" (Annie E. Casey Foundation). 50

⁸Inclusive Representation, Samuel Hayat In *Raisons politiques* Volume 50, Issue 2, 2013, pages 115 to 135: https://www.cairn-int.info/article-E_RAI_050_0115--inclusive-representation.htm

BELONGING

Verna Myers, a leading diversity and inclusion expert put it well when she said: **“Diversity is being invited to the party. Inclusion is being asked to dance”.**

To take this one step further, we consider equality or belonging as “being on the planning party committee and feeling free to put on any song you want”. Being invited or being asked to dance assumes a one-way power dynamic.

The person has to be invited by someone else. The person has to be asked to dance by someone else. You might be included, but someone else has the right to decide whether that will happen or not, and in what way. You have to wait to be asked, and don't have a say into how that will happen.

By definition, this is a non-reciprocal and non-equal relationship. If “diversity” means proportionate representation across all dimensions of human difference and “inclusion” means everyone is included, visible and heard, then “belonging” means everyone is treated and feels like a full member of the larger community, and is able to thrive.



TOKENISM

“A policy or practice that is mainly symbolic, and involves attempting to fulfill one’s obligations with regard to established targets, such as voluntary or mandated gender quotas, with limited efforts or gestures, especially towards minority groups and women, in ways that will not change men-dominated power and/or organisational arrangements”⁹.

In other words, it is the practice of making only perfunctory or symbolic efforts to showcase inclusion towards members of minority groups.



MOVING BEYOND THE GENDER BINARY

Gender as a sociocultural phenomenon is broad and includes a large array of experiences, identities, and positions in a hierarchical social order.

While the most common application of the term “gender” in political and social spaces simplifies this breadth to focus only on women and men (and typically further only on cisgender women and men), this study uses an inclusive approach that acknowledges the existence of trans and non-binary people and actively seeks to document their representation (or lack thereof). The methodology also seeks to center the self-determined identity of the person, rather than the perceptions of others.

⁹European Institute for Gender Equality: <https://eige.europa.eu/thesaurus/terms/1408>



RESEARCH QUESTIONS

QUESTIONS TO BE ANSWERED

Who is speaking at events?

- Who is being made visible?
- Who is given a chance to frame the public debates about the EU?
- What identities do they experience, and what groups do they belong to?
- Are people from marginalised groups seen as experts only on their lived experiences or as experts more broadly?

What measures are event organisers taking to make their events more accessible and inclusive?

Who is responsible for the decision-making?

Who is organising the events?



THE LIMITS OF OUR RESEARCH

SCOPE, RISKS & LIMITATIONS

Since COVID 19 and the start of the war in Ukraine, public spaces and conferences have been changing and re-adapting to global situations, making it harder to map events.

Methodologically, we identified a few caveats on the technical aspect of such data collection, the two most major being the limited human resources of the Visibility Watch EU project, and the sensitive and limited scope of analysis.

Starting with the latter major aspect, it is important to remind ourselves that in the EU, desegregating and collecting data on race, identity, gender, orientation, disabilities, etc., can be challenging.

In 2014, the Open Society Initiative for Europe published an important policy report on ethnic origin and disability data collection in Europe¹⁰, in which they challenge the commonly held view that the collection of disability and ethnicity data should be categorically prohibited.

In a few Member States, the results of the research showed that the methods being used led to results being either inaccurate or unreliable. Data collection is one of the most important ways to measure inequalities and their causes or effects in society.

The European Commission acknowledged the necessity to address this, and set-up a subgroup to focus on this issue.

In 2018, the EU High Level Group on Non-Discrimination, Equality and Diversity¹¹ created its first working group on data collection and use of equality data. Since then, the subgroup has been providing guidance and support to the European Commission and Member States on how to

increase data collection on race and ethnicity at the national level.

The guidance provided through the subgroup also informed the approach taken by Visibility Watch EU. One of the major factors was the need to adopt an intersectional approach to data collection and avoid prioritizing one identity at the expense of other components of one's identity. Identity being a spectrum, Visibility Watch EU wanted to understand overall representation, including other aspects than "the traditional issues" of race, ethnicity and religion.

The Brussels Binder and Visibility Watch EU are both volunteer-run and include experts from the EU bubble on diverse topics. Interested and skilled volunteers helped bring this project to light; however, a project based on volunteering also limits the scope of the research. Lack of human resources directly impacts the time frame for the data collection and reduces the scope of the analysis. However, Visibility Watch EU agreed that this research remains a pilot project stage and would benefit from a more intensive focus on the issue of representation and especially inclusive representation. Based on this pilot project, we foresee a future investigation on this topic that utilizes a more comprehensive framework.

Another limitation is the Self-selection bias (or what we call in statistics a Non-response bias). This type of bias occurs when survey participants are unwilling or unable to complete a survey. In this case, the responses of those who do not answer significantly differ from those who did fill out the survey. Reasons for nonresponse vary from person to person. In our case, we sent over 600 surveys and received 27 answers; this can cause inconclusive results due to a larger variance for estimates and the sample no longer being representative of the larger study pool as

¹⁰Ethnic Origin and Disability Data Collection in Europe: Measuring Inequality—Combating Discrimination, Open Society Foundations, 26/11/2014, Available here: <https://www.opensocietyfoundations.org/publications/ethnic-origin-and-disability-data-collection-europe-measuring-inequality-combating>

¹¹High Level Group on Non-Discrimination, Equality and Diversity (E03328), European Commission, Available here: <https://ec.europa.eu/transparency/expert-groups-register/screen/expert-groups/consult?lang=en&do=groupDetail.groupDetail&groupID=3328>

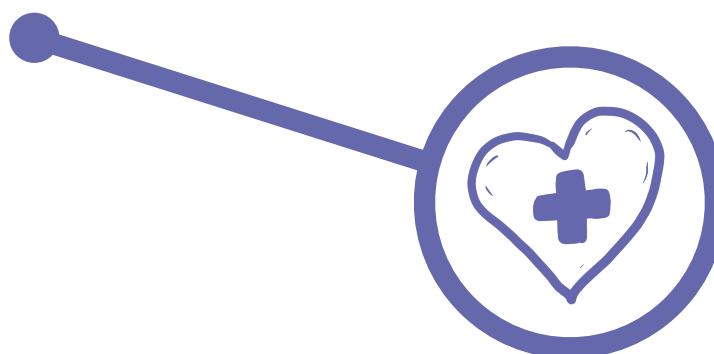
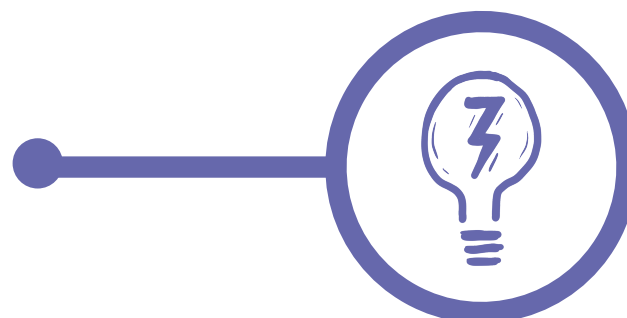
a whole. This kind of bias is a risk whenever the group of people being studied has any form of control over whether to participate.

Their decision to participate may be correlated with traits that affect the study, making the participants a non-representative sample. For instance, people who usually have substantial knowledge or strong opinions (over diversity or gender) might be more likely to spend time answering this research survey than people who don't, who are not interested or are apathetic to the topic. As a result, our sample will not

represent the entire population and could overrepresent people with strong opinions. These shortcomings might limit what we can conclude from this study, but at the same time present a foundation for future research.

The timeframe of the research is comprised between the 6th of June to the 1st of July 2022 with a focus on EU actions¹² by topic:

- **AGRICULTURE**
- **BUSINESS AND INDUSTRY**
- **COMPETITION**
- **CULTURE**
- **CUSTOMS**
- **DEVELOPMENT AND COOPERATIO**
- **EDUCATION, TRAINING AND YOUTH**
- **EMPLOYMENT AND SOCIAL AFFAIRS**
- **ENERGY**
- **ENVIRONMENT**
- **FOOD SAFETY**
- **FOREIGN AND SECURITY POLICY**
- **HEALTH**
- **HUMAN RIGHTS AND DEMOCRACY**
- **HUMANITARIAN AID AND CIVIL PROTECTION**
- **JUSTICE AND FUNDAMENTAL RIGHTS**
- **REGIONAL POLICY**
- **RESEARCH AND INNOVATION**
- **SINGLE MARKET**
- **TAXATION**
- **TRADE**



¹²Actions by topic, European Union, Available here:

https://european-union.europa.eu/priorities-and-actions/actions-topic_en



Our focus was on these key spaces in the EU bubble, allowing us to investigate different contexts and environments:

- EU institutions or EU bodies (e.g. EU agencies)
- Other public sector organisations (e.g. international organisations)
- Civil society organisations (e.g. NGOs, citizen associations)
- Academia
- Think tanks and other non-academic research organisations
- Private sector organisations (interest groups, trade associations, companies)
- News and media organisations

Our efforts were narrowed down to these spaces to aim at having enough data to draw conclusions about specific spaces. The results point to the influence of the system we all evolve in that tends to de-value people from marginalised groups and non-white experts.

OUR RESULTS

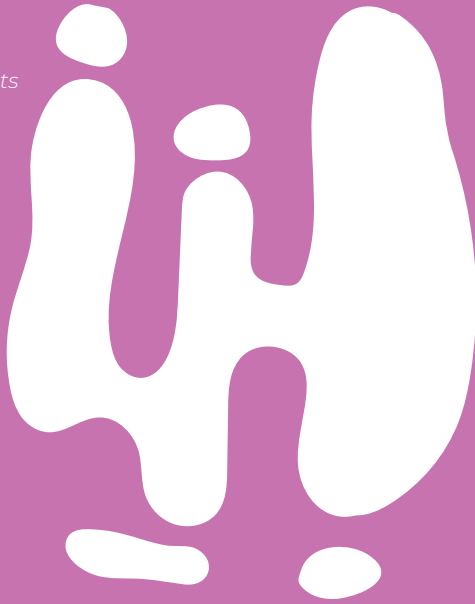
The data were cautiously reviewed and interpreted with specific consideration to the limitations faced in our analytical and data collection processes.

Out of the 600 people contacted, we received a total of 27 answers (4,33%), between June and August 2022, through an online anonymous survey.

The questions (see annex) were emailed directly to event speakers and organisers, and were also shared on LinkedIn and to the boards' and volunteers' networks of professionals. The objective was to increase awareness of the questionnaire and spread it across the EU bubble.

A target number of respondents was not defined, as this is a pilot project and the intention is to raise awareness to potentially conduct a larger data collection exercise in the future.

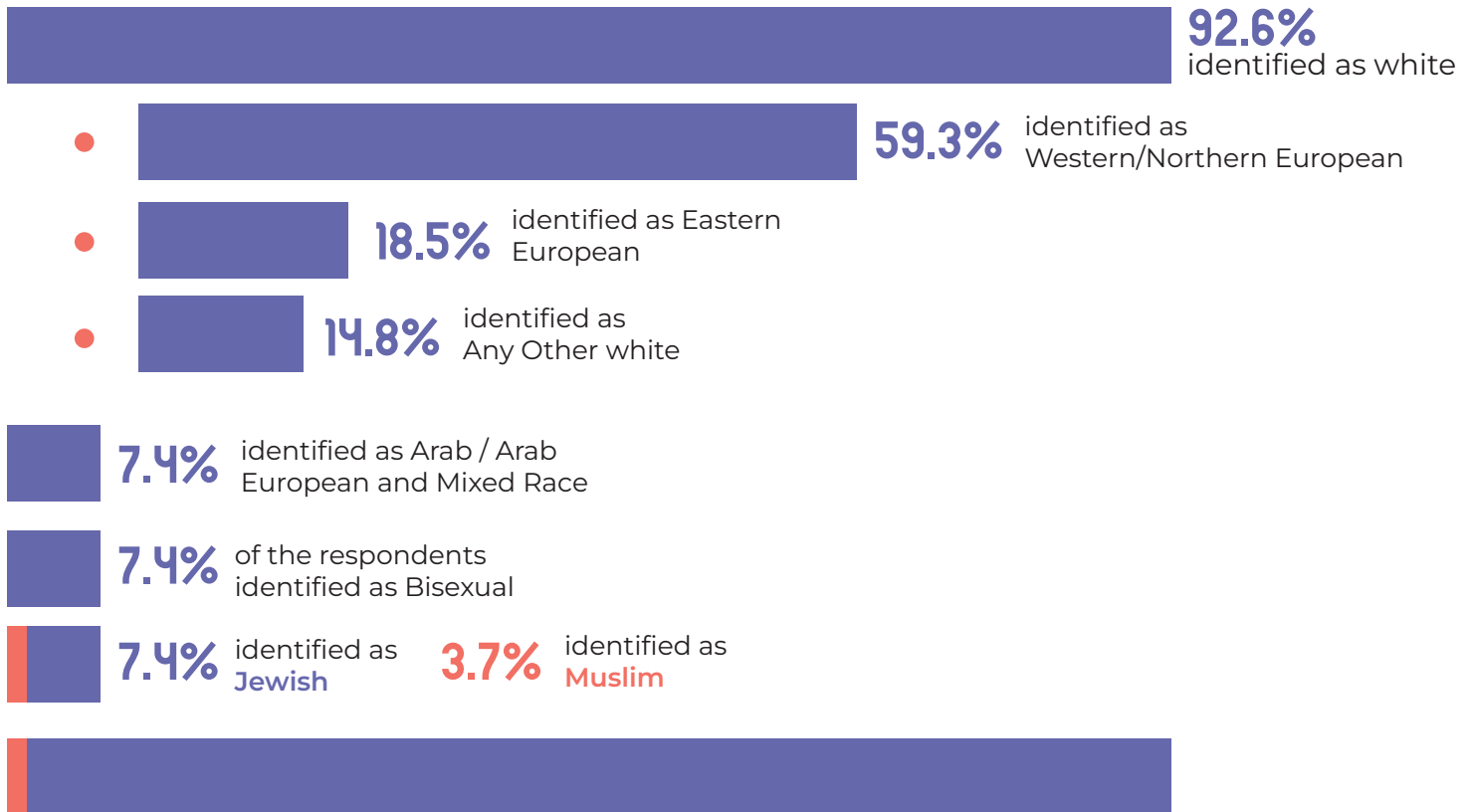
The profiles of the survey's participants



• **59.3%**
of the participants
identified as **women**

• **40.7%**
of the participants
identified as **men**

In terms of ethnicity



92.6% of participants have both parents speaking the language of the country they live in

3.8% have one single parent speaking it

Another factor that plays a role in panel composition is citizenship and residency status. 100% of the survey respondents indicated they hold either citizenship or residency permits of the country they live in.

Overall, the participants of the survey show a number of privileges that may have enabled easier access to these spaces. This can be a result of the dissemination of the questionnaires; however, it is also a reality that there is minimal diversity in certain areas of the “EU bubble” and limited space for marginalised and/or vulnerable groups.

HIERARCHIES AND POWER IN EU PANELS

The participants of the survey were questioned

on their “*experience of any barriers to attending or sharing your insights or expertise at Brussels events*”. An insightful response was provided by a male respondent¹³ who experienced the barrier of hierarchy/position (high-level only) as the main factor for conference invitations.

Another response echoes the issues regarding panels with a majority of white men as both speakers and moderators:

“I experienced in a number of events, that male moderators or fellow panelists may be a challenge and interrupt, be paternalistic/arrogant/ when discussing gender issues outside the "gender bubble".

Downplaying and making jokes to undervalue what I say, especially if the policy/topic discussed has economic implications. When it comes to money (energy, economic governance, ...) and you talk (about) gender and women, you immediately become the kid at the table to whom they have to explain how life goes.”

Woman, 36-44 years, identifying as any other white background and cis.



¹³Male, aged 45-54 years old, identifies as Western Northern European, cisgender and reported no disabilities.



Sexism, elitism, and misogyny are overrepresented in the data collection. For decades now, marginalised and/or vulnerable groups have been fighting and struggling to be a part of the discussion and get more space for their expertise and knowledge.

This battle is still ongoing, with those considered to have extensive expertise still being largely white cis men and women, limiting the access other demographics and vulnerable groups have to these spaces. Often, well-known Non-Governmental Organisations (NGOs) have more visibility and space to engage with the EU bubble. Grassroots and/or community-based organisations are barely visible in the EU bubble, despite their expertise and knowledge on different topics.

This was reflected in the answers received, and was specifically mentioned by one male respondent identifying as a Western European.

WHAT ABOUT YOUNG PEOPLE?

Often talked about, **young people working in the EU bubble struggle for years to be able to discuss their work, passion, and activism in key spaces.**

Repeatedly composed of the same persons, the same profiles, the same backgrounds, the EU bubble of conferences and panel discussions time after time perpetuates ageism when inviting speakers, panelists and moderators. This

frustration is seen in the data collection, in which a young woman¹⁴ specifically mentioned her age being a disadvantage.

PRIVILEGES

When looking at the EU bubble and its public spaces, it is striking to see so little understanding and awareness of the impact of privilege and positionality.

It highlights the necessity to discuss and raise awareness on intersectionality as an approach to shape these spaces, but also to promote self-reflection on where one stands within society.

The results only confirm these realities and the need to both promote change and to call for greater responsibility.



...it is striking to see so little understanding and awareness of the impact of privilege and positionality.

¹⁴Woman, aged 25-35 years old, identifies as Eastern European, cis-gendered, and reported no disabilities

OUR CONCLUSIONS & RECOMMENDATIONS

The above data paints a grim picture that we hope will spark a dialogue about the **overrepresentation of white men at high-level conferences in Brussels**, as well as their lack of diversity, and that will motivate action to mitigate the problem.

It's no surprise that cultivating true diversity and expanding networks requires a larger and perhaps more challenging effort than merely inviting those with whom one is most familiar, and who frequently share similar experiences based on race, ethnicity, religion, class, sexual orientation or gender identity.

The Similar-to-Me effect (or affinity bias) is a cognitive bias based on associations with similarity¹⁵. People tend to associate with people that look and think like them. It is one of the many pervasive examples of unconscious biases¹⁶ that can lead to discriminatory practices (such as racism, ageism or ableism).

Acknowledging your biases and deconstructing them is one step towards ensuring they don't jeopardise a quest for diversity and can help alleviate their negative impact.

Recognising and acknowledging existing systemic barriers is another step in creating safe and representative spaces in the EU bubble.

Tokenization, even unintentional, is what lies at the core of the "You're only adding diversity for the sake of diversity" argument.

Consequently, addressing systemic barriers is absolutely necessary if you want to avoid tokenizing participants. Conference organisers have the power to highlight speakers from marginalised and/or vulnerable groups and provide a platform to showcase their expertise on topics other than only their identities or experiences.

For instance, a person of color with a disability and from the LGBTQI+ community can be an expert in environment, finances or corporate social responsibility, and not only on their lived experience.

Visibility Watch EU insists on having impactful, non-elitist, reachable and accessible spaces for underrepresented, marginalised and/or vulnerable groups.

¹⁵The similar-to-me effect: <https://thedecisionlab.com/reference-guide/psychology/the-similar-to-me-effect>

¹⁶Unconscious biases, or implicit biases, are attitudes that are held subconsciously and affect the way individuals feel and think about others around them.

RECOMMENDATIONS FOR ORGANISERS

Be clear on the purpose of your event - why are you organising this?

Conferences without a clear purpose can often become a wasted opportunity for a conversation that takes us forward. Too often, events are organised on "auto-pilot".

Having a clear purpose can help empower others to contribute to the conversation, it can help communicate to participants why they should attend, and it helps to set the stage for meaningful outcomes. If neither hosts, speakers or audience really understands why they're there, how can they create a useful outcome?

Increase your connections and network by reaching out to marginalised and/or vulnerable groups. LinkedIn and other social platforms can be useful tools for this.


Marginalised and/or vulnerable groups are experts on other fields other than their lived experiences. Avoid inviting them only to speak about their lived experiences or about diversity.

Increase internal recruitment at Senior and Lead positions for marginalised and/or vulnerable groups. They will participate in changing the system and the organisation internally.

Make sure you comply with accessibility measures, for people with disabilities for example, and go beyond that. These may be individuals who have a minimal level of a disability type (e.g. a person who is hard of hearing), or a health related disability (such as cystic fibrosis or diabetes), or some forms of cognitive impairments.

Actions such as having gender neutral bathrooms as well as signs for visually impaired people, providing inclusive food restrictions (e.g. vegan/halal/gluten free) in the catering, having automatic doors, providing translation/interpretation, etc. truly create an inclusive environment for everyone present in the room.

Promote the use of the Micropedia of Microaggressions in your organisation to strengthen the creation of safer spaces for people from marginalised and/or vulnerable groups when joining your events: www.themicropedia.org



Walk the talk. Organisers frequently look for eloquent and renowned experts, mostly from the Global North, which contributes to the elitist approach to the EU events organisation. Leaders from indigenous movements, experts from the Global South, youth movements, grassroots women's groups, and other groups all bring different expertise, but they struggle to speak at panels (for financial reasons, visa requirements, language capacity, mobility, etc.).

It's up to organisers to pay for interpretation, translation, internet, and other costs to encourage their collective participation.




RECOMMENDATIONS FOR SPEAKERS


Questioning your legitimacy when joining an event is your responsibility. Being an expert is not discussed, but stepping back from opportunities in public spaces and letting unrepresented people from marginalised and/or vulnerable groups, is an important way to support changes in the system.




Learn and question your positionality and power within your field of expertise. Are your colleagues only people who look like you?



Questioning the organisers on their collaboration with people from marginalised and/or vulnerable groups is an important way to support changes in the system.



Avoid participating in tokenistic strategies to add diversity in events. Especially when these choices are made last minute and are not strategic.



Before you start preparing your intervention - or even before you decide to accept a speaking opportunity - you should ask some questions. Whether you are an experienced speaker or not, you should always make sure to do a minimum quality-check of the organisers' plans. Here are some things you could question:

- What have you done to ensure inclusive representation?
- What are the objectives of the event?
- Who is organising/sponsoring? Why (or why not) is X involved?
- Who is the audience you are targeting? Why/why not? What efforts are you making to reach out?
- Why do you think I am a good fit for this event?
- Who are your other speakers, or who else have you reached out to? May I offer a recommendation?



FOR PARTICIPANTS/AUDIENCE

Use your voice before, during and after an event. Ask yourself if this event is doing enough to ensure inclusive representations and raise any issues you see. Ask questions like: What are people avoiding it? Do they just not see it or are they actively avoiding addressing it? What is going unsaid? What are we trying to protect by not speaking about it, and why?

FOR EVERYONE

Challenge assumptions you, your colleagues, network and workplace hold about events. For example, ask yourself: "Is my own understanding of who is an expert on this topic too narrow?"

Establish organisational guidelines for events you organise and participate in, and follow-up regularly to check they are followed. For example, ask for an organisation's diversity action plan. If you/they don't have one, suggest making one.

Join the effort that this project has started: Get involved by sharing our findings or join our volunteer team.

ANNEX: SURVEY QUESTIONS

1

Gender identity

- woman
- man
- non-binary, gender diverse, bigender
- prefer not to say
- prefer to self-identify:

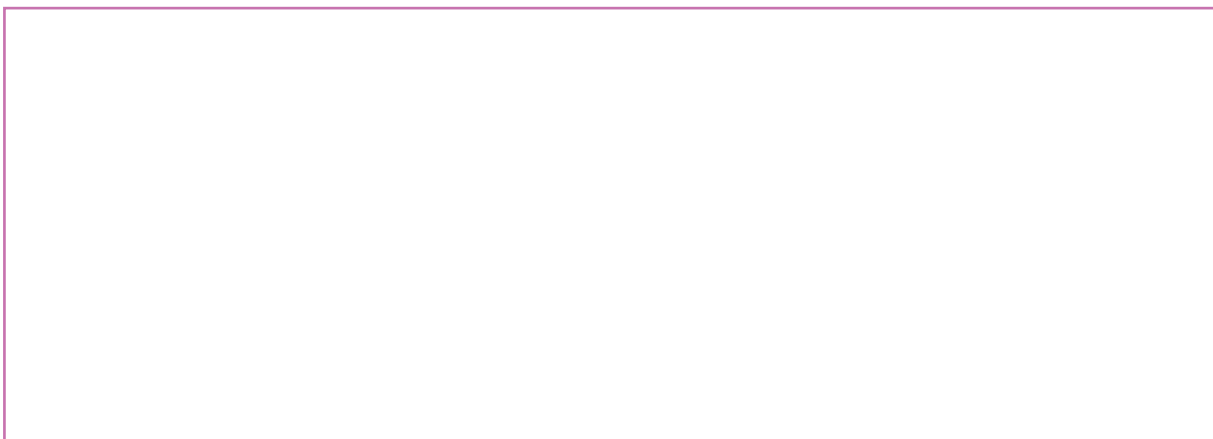
2

Age

- under 18 years old
- 18-24 years old
- 25-35 years old
- 36-44 years old
- 45-54 years old
- 55-64 years old
- 75 years or older

3

In general, do you experience any barriers to attending or sharing your insights or expertise at Brussels events?



4

Race

How would you identify? [you can select multiple answers]

- White
- Western/Northern European
- Eastern European
- Any other white background
- Black / Black European
- African
- Caribbean
- Any other black background
- Arab / Arab European
- Arab / Arab European
- Asian / Asian European
- Chinese
- Indian
- Pakistani
- Bangladeshi
- Vietnamese
- Any other Asian background
- Roma and Sinti
- Roma
- Sinti
- Mixed race
- Indigenous
- Prefer not to say
- Prefer to self-identify:

5

LGBTIQ+ persons

Do you belong to any of these groups? [you can select multiple answers]

- Lesbian
- Bisexual
- Gay
- Trans
- Non-binary
- Intersex
- Queer
- None of these
- Prefer not to say
- Prefer to self-identify:

6

Class

What is the level of education of your parents? Specify the highest level between your parents

- No formal diploma
- High school
- Bachelor degree
- Master's degree
- PhD
- Prefer not to say
- Other

Do your parents read and write the language of the country they live in?

- Both my parents do
- One of my parents does
- Both my parents don't
- Prefer not to say

7

Migration status

- Citizen of the country you live/work in currently
- Resident of the country you live/work in currently
- Asylum-seeker
- Undocumented migrant
- Prefer not to say

8

Religion

- Jewish
- Muslim
- Christian
- Hindu
- Buddhist
- Atheist/agnostic
- Prefer not to say
- Other:

9

Did you get invited to this event (or to Brussels events in general) to speak about one of your identities rather than your speciality (your field of studies or profession)?

10

Do you consider yourself as a person with disability?

- Yes
- No
- Prefer not to say

(if "Yes" ticked): Disabilities

Do you have difficulty seeing, even if wearing glasses?

- No difficulty
- Some difficulty
- A lot of difficulty
- Cannot do at all
- Prefer not to say
- Don't know

Do you have difficulty hearing, even if using a hearing aid(s)?

- No difficulty
- Some difficulty
- A lot of difficulty
- Cannot do at all
- Prefer not to say
- Don't know

Do you have difficulty walking or climbing steps?

- No difficulty
- Some difficulty
- A lot of difficulty
- Cannot do at all
- Prefer not to say
- Don't know

Do you have difficulty remembering or concentrating?

- No difficulty
- Some difficulty
- A lot of difficulty
- Cannot do at all
- Prefer not to say
- Don't know

Do you have difficulty with self-care, such as washing all over or dressing?

- No difficulty
- Some difficulty
- A lot of difficulty
- Cannot do at all
- Prefer not to say
- Don't know

Using your usual language, do you have difficulty communicating, for

10

example understanding or being understood?

- No difficulty
- Some difficulty
- A lot of difficulty
- Cannot do at all
- Prefer not to say
- Don't know

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If you have chosen not to respond to some or any questions, could you share why?

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Anything else you would like to share with us?





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