

# JALT Diversity, Equity, and Inclusion Presenter Guidelines

February 2024

JALT is committed to improving diversity, equity, and inclusion within the organization. As such, these guidelines ensure that all members have equal access to all of the professional development opportunities JALT has to offer.

These guidelines stipulate all SIGs, chapters, and other groups within JALT make an active effort to adhere to principles of diversity, equity, and inclusion, and strive for a balanced representation of presenters for events.

When choosing presenters for events, JALT supports and encourages the organizers to consider a balance of presenters incorporating members from underrepresented groups, including members:

- of different genders, gender identities or presentations, and sexual orientations;
- with diverse racial and ethnic backgrounds;
- from a variety of countries with diverse L1 representation;
- with L1s other than English;
- with diverse mental and physical abilities;
- and of different ages and at different career stages.

The list above is not meant to be exclusive or exhaustive, nor should speaker qualifications be made less of a priority when selecting presenters. However, the framework should be used by all groups within JALT to diversify the presenter roster for their events. If groups need support or advice in implementing this, they can contact the Director of Program. The Director of Program and the Diversity, Equity, Inclusion (DEI) Committee will support, in a non-judgmental and collaborative fashion, all JALT groups, no matter their size or limitations in terms of technology or geographic distance, to overcome any difficulties in meeting these guidelines. Presenter recommendations from everyone in JALT are welcomed.