

An EANO event guide to promote diversity and inclusivity.

EANO events align with the vision stated by the EANO Diversity and Inclusion committee: *To create a diverse and equal community that contributes to the aims of EANO.*

With this guide, the EANO organisation outlines its approach to offer a safe, inclusive, and welcoming environment, while actively addressing under-representation. The guidance draws on feedback from EANO meetings and evaluation surveys, as well as published recommendations on chairing sessions developed by EANO and other societies.

https://www.eano.eu/fileadmin/content/Board/0078_EANO_Diversity_Statement.pdf

Pre-Event Logistics

EANO chooses accessible venues whenever possible, prioritizing features such as ramps, gender-neutral toilets, quiet rooms, clear signage, and avoiding environments that may be distressing (fluorescent lighting, background noise).

Event scheduling considers public holidays and potential overlap with major professional conferences to maximise participation.

Participant needs and accessibility considerations are proactively addressed. Flexible ticket pricing based on career stage is offered to promote equitable access.

EANO highlights opportunities for individuals from under-represented populations to apply for scholarships and actively monitors which approaches most effectively support attendance and inclusion within these groups.

Programme & Speaker/Chair Selection

EANO seeks to ensure that scientific programmes reflect a broad range of disciplines, topics, methodologies, perspectives, and voices. This includes representation from underrepresented fields and emerging areas of research.

Diversity is prioritised to achieve gender and ethnic diversity across all speaking roles, including keynote speakers, session chairs, panellists, and early- and late-career members.

The EANO Diversity and Inclusion Committee monitors diversity-related data for EANO events and engages in regular dialogue with EANO leadership to inform planning, identify gaps, and support continuous improvement.

Chairing

Once invited to chair a session, EANO kindly asks session chairs to familiarise themselves with the guidelines and to support inclusive sessions. This includes diverse participation during Q&A sessions. EANO chairing guidelines on best practice: [10.1093/nop/npae060](https://www.eano.org/10.1093/nop/npae060)

Communication

EANO communicates its commitment to equality and diversity across all congress channels, including the website, emails, and opening remarks. Clear and accessible venue information is provided, and all visual materials and social media content are designed to reflect diversity.

Promoting a Safe, Respectful, and Welcoming Environment at EANO events

EANO is committed to providing a safe, inclusive, and welcoming environment for all members. To support this commitment, EANO has established confidential channels for feedback (including an evaluation survey). Feedback will be handled respectfully and promptly by designated personnel, including EANO leadership, EANO office, or members of the EANO Disparity and Inclusion Committee.

Supportive facilities

EANO seeks to provide reliable Wi-Fi at its events and, whenever feasible, offer quiet rooms to support participant needs.

Update

This document will be reviewed and updated annually in November by the EANO Disparity and Inclusion Committee. The Committee Chair will discuss proposed revisions with the EANO Office and EANO leadership.

On behalf of
EANO Office, EANO leadership and the Disparity and Inclusion Committee

January 2026