

REALPAC Panel Pledge

The REALPAC Panel Pledge means that if you are invited to speak at or participate in a professional industry forum on a panel of two people or more, not including the Chair or moderator, you are encouraged to only do so if there is at least one woman on the panel. REALPAC encourages the inclusion of persons from underrepresented groups* on the panel, and believes that multiple, diverse points of view should be included in a meaningful way in our industry discussions. We encourage all event organizers, panel chairs and moderators, and co-panelists, to create an environment in which all persons feel welcome, included, and able to comfortably contribute to the conversation.

How diverse is your Panel?



To implement the REALPAC Panel Pledge, you should:

1. Request confirmation of who the other panelists/speakers/participants are, and how a balance in terms of diversity will be achieved.

2. Convey that you expect inclusion of diverse peoples to participate in a meaningful way.

3. Consider whether you should withdraw from speaking at the event should there not be sufficient diversity on the panel.

4. Offer names of persons from within your network and, if helpful, point the event organizers to resources for support.

* The composition of the panel should aim to be reflective of the diversity inherent in Canadian society at all levels, to ensure that the audience benefits from the range of perspectives, ideas and experiences that diversity provides. Underrepresented groups could include those based on gender, race, sexual orientation and gender identity, age, ethnicity, nationality, cultural heritage (including Indigenous persons), religion, language, physical or mental abilities, educational background, socio-economic status, or geographical residence.

For speaker suggestions and resources, contact Carolyn Lane, VP Member Engagement, REALPAC, clane@realpac.ca, 416.642.2700 x223.