

AquaConSoil Diversity and Inclusion Guidelines

1. Commitment to Diversity and Inclusion

At AquaConSoil, we are dedicated to fostering an environment where everyone feels valued, respected, and included. We believe that diversity enriches our community and strengthens the quality of our discussions, research, and collaborations. Our conference is committed to ensuring that participants from all backgrounds have an equal opportunity to contribute and engage.

2. Creating a Welcoming Environment

We strive to create a conference atmosphere that is welcoming to all, regardless of race, ethnicity, nationality, gender, gender identity and expression, sexual orientation, age, religion, disability, socio-economic status, or any other aspect of identity. All attendees, speakers, and organizers are expected to contribute to a positive and respectful environment.

3. Equal Opportunity and Access

We ensure that all aspects of the conference—from registration to sessions, networking events, and social activities—are accessible and inclusive. This includes:

- **Accessibility:** Providing accessible venues and accommodation for those with disabilities. We encourage participants to inform us of any specific needs in advance.
- **Dietary Needs:** Catering to diverse dietary requirements during meals and social events including vegetarian and vegan options.
- **Reduced Ticket Prices:** Offering reduced price tickets for participants from low-income countries and (PhD) students to ensure wider access to our events.

4. Diverse Representation

We actively seek to include a diverse range of voices and perspectives in our conference programming, including keynote speakers, panelists, and session leaders. This includes:

- Ensuring balanced representation of gender, ethnicity, and career stages in speaker & session chairs selection and Programme Committee composition.
- Encouraging submissions from underrepresented groups like young researchers in our field.
- Promoting the participation of young professionals and students.

5. Respectful and Inclusive Behavior

We expect all participants to adhere to standards of respectful and inclusive behavior. Harassment or discrimination of any kind will not be tolerated. This includes but is not limited to:

- Unwanted verbal or physical contact.
- Derogatory or insensitive remarks.
- Intimidation or bullying.
- Disrespectful or exclusionary behavior.

6. Feedback and Continuous Improvement

We are committed to continuously improving our diversity and inclusion efforts. We welcome feedback from all participants on how we can make AquaConSoil even more inclusive. Please reach out to us with any suggestions or concerns (aquaconsoil@deltares.nl).