



Equity Statement on Panel Participation

At Every Texan, we are unwavering in our belief that advancing racial equity will make the biggest impact on ensuring all Texans—regardless of race and ethnicity—are healthy, educated, and positioned to socially and economically thrive.

Too often, some event planners, sponsors, and conference organizers deny opportunities, visibility, and voice to Black, Indigenous, and People of Color (BIPOC) who are best equipped to speak about issues that disproportionately impact their communities. We acknowledge that systemic barriers, such as racist, discriminatory practices that work in conjunction with implicit bias, hold BIPOC experts from being recognized as such on panels and other platforms. Diversifying representation must go beyond performative, tokenizing efforts to include BIPOC communities.

We all – sponsors, speakers, moderators, and attendees alike— have the power to uplift the diversity that we want to see and potentially change the trajectory of someone’s life by offering them the opportunity to share their expertise. Every Texan strives to promote equity and inclusion across our platforms, tools, and messaging, and we will leverage our access and privilege to ensure that speaking engagements, events, panels, etc. are no longer dominated by white and male voices. We will continue to work with our partners to amplify and prioritize BIPOC expertise and experiences.

Every Texan is committed to putting our equity values into practice by building power and leadership alongside BIPOC communities and people with low incomes. As such, Every Texan staff prioritizes invitations for speaking engagements that are intentionally curated to uplift BIPOC voices and perspectives, embrace panelists for their expertise and their identities, and are inclusive of our state’s vast array of socioeconomic backgrounds, gender identities, sexual orientations, disabilities, and health conditions.

We encourage event organizers and sponsors to consider the following best practices:

1. Curate multicultural, multiethnic panels and events that honor, value, and dignify the humanity of BIPOC communities and intersectional identities such as gender, class, sexual orientation, immigration, and disability status.
2. Invite panelists and speakers that reflect the demographics of communities most impacted by the topic. If a topic is one that disproportionately affects certain communities, these communities should be overrepresented on panels, as no one person can speak for an entire community.
3. Compensate BIPOC speakers for their participation to avoid perpetuating the inequities that you intend to address. For example, an affluent white male speaker will likely have more resources and flexibility to travel for an unpaid speaking opportunity than a Hispanic/Latino single parent working part-time.