



## AMTE Inclusive Conference Norms

- All sessions except reports and posters should allow at least  $\frac{1}{3}$  of the time for audience interaction.
- Please allow time for colleagues to process their questions and discussion topics during your session. This is particularly important for neurodivergent colleagues and multilingual colleagues. Wait time is essential for creating an inclusive atmosphere where all questions and topics can be formulated and shared.
- Speakers may request that attendees at their session wear a mask. Please be respectful of this request.
- Recognize that conference attendees come from different backgrounds, experiences, and areas of expertise. Each attendee has important roles and contributions. When interacting in presentations, please be open and respectful to perspectives that may vary from your own.
- Please use a microphone when presenting/speaking in large sessions to ensure that everyone can hear clearly.
- We encourage attendees to use others' preferred pronouns.
- Please ask presenters for permission to take pictures during their session.
- One hallmark of our profession is academic freedom and the expression of various ideas. While we encourage collegial dialogue, we do not support colleagues in taking pictures of, recording, or otherwise using colleagues' intellectual property during presentations for the purpose of engaging external entities. This norm is not only a matter of professional courtesy, but also safety to our attendees.