

ARMA 2026: Illustrate a commitment to EDI in your submission

The Association of Research Managers and Administrators (ARMA) is committed to being an equitable, diverse and inclusive organisation that treats members, employees and directors with dignity and respect ([ARMA EDI Policy](#)). We are dedicated to equity and inclusion across race, gender, age, religion and identity.

We are committed to equality, not only because it is the right thing to do but because we understand the innovative solutions we seek are only possible in diverse environments. We require conference submissions to take equality, diversity and inclusion into account by:

1. Presenting information in diverse formats for those with accessibility issues, including those at different career stages and levels of experience with the topic
2. Asking for and using input from diverse populations
3. Looking at personal behaviour and biases
4. Encouraging new ideas and fresh perspectives
5. Paying attention to representation in your materials
6. Creating a culture of inclusion

For example, panel sessions should feature a cross-section of individuals. Presentations and handouts should be in a format that is legible to a diverse audience (consider using the [PowerPoint Accessibility Checker](#)). Interactive sessions should be clearly advertised as such for neurodiverse colleagues.

Please note: Abstracts that do not provide sufficient detail on how the presentation, panel, or workshop will be inclusive will not be considered for the conference programme.

Adapted from: <https://www.rw-3.com/blog/six-steps-to-creating-inclusive-training>