

Supporting Conference Participation for Academics with Caring Responsibilities

WARWICK
THE UNIVERSITY OF WARWICK



Recommendations for Higher Education Institutions

Based on the project *"In Two Places at Once: The Impact of Caring Responsibilities on Academics' Conference Participation"* by Dr Emily F. Henderson

Image: "My conference bubble popped" by Rhiannon Nichols

If you decide to put these recommendations into practice, please get in touch!

What is the issue?

Conferences are vital sites for career progression, networking and intellectual engagement for academics.

Academics with caring responsibilities face several challenges in attending conferences.

Higher Education Institutions should consider access to conferences within their equity remit, at an institutional policy level and in implementing policy within departments.

Key recommendations for HR teams

- Conduct an audit of existing institutional policy relating to conferences eg. funding, promotion criteria, bursaries and check for care-free assumptions
- Create an institutional policy for inclusive conference access
- Ensure that a conference care bursary scheme is in place, and that this bursary includes all caring responsibilities, eg. children, elderly or unwell relatives.

Key recommendations for department chairs

- Ensure you are aware of institutional policies relating to conferences, eg. funding, promotion criteria, bursaries, and that these are communicated to the department
- Encourage an open culture regarding all caring responsibilities, and ensure that this carries over into departmental expectations about conference attendance
- Support colleagues who want to attend conferences despite challenges, and support the development of colleagues who are unable to attend many or any conferences.

For further information visit: [🌐 www.warwick.ac.uk/i2po](https://www.warwick.ac.uk/i2po)

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