

Table 1: Suggestions and resources to increase invited speaker diversity.

Suggestion	Description	Resource
Trainee-invited speakers	Request suggestions from trainees, increase number of trainee-group-invited speakers	
Use a list	Lists of scientists from under-represented and under-served groups are available in several fields	https://DiversifyMicrobiology.github.io/resources
Create a list	Use the GitHub template to create a self-nomination list and resource for your field	Template can be found at https://github.com/diversifymicrobiology/DiversifyMicrobiology.github.io
Use resources from professional societies	Many scientific societies have a committee focused on serving individuals from under-represented and underserved backgrounds. Other societies (e.g., SACNAS) are dedicated to these issues.	SACNAS, ABRCMS, AISES, ASM Subcommittee on Minority Education
Think outside your sub-discipline	Speakers may introduce you to a technique that is not used in your sub-discipline	
Consider scientists outside research-focused universities	Scientists from industry, teaching-focused institutions, and non-profit orgs have different approaches to their research	
Communicate invitation expectations	Unit leadership should explicitly communicate expectations about who is invited to speak and the desired atmosphere	
Encourage trainees to engage	When a talk is over, ensure that trainees are the first to ask questions	
Foster an inclusive atmosphere	Consider the identities of individuals the speaker is meeting with. Ask if the speaker would like to meet a particular student group	
Highlight the journey	Invite speakers to spend a few moments describing their personal science journey	