

## Guidelines for organizers of academic events in philosophy of physics

In order to promote inclusion in academic events and facilitate the participation of scholars with different nationalities and living in different countries, we encourage conference/workshop organizers to take the following recommendations into account:

- **Visa processing times:** The estimated wait time to receive a nonimmigrant visa can vary substantially depending on the country of citizenship. In some cases, it can take several months. We therefore recommend to inform scholars about the acceptance of their contribution at least 5 months before the start date of the event, if it is feasible.
- **Organization of conferences in welcoming countries:** We encourage the organization of events in countries with minimal visa requirements, so that they can be attended by those whose passports score lower on the passport index <https://www.passportindex.org>. Here is the list of countries ranked by how many passports they accept visa-free: <https://www.passportindex.org/byIndividualRank.php>
- **Organization of conferences outside typical locations:** In order to increase the participation of scholars living in different parts of the world, we recommend organizing events in geographically diverse areas, including countries other than the typical conference locations.
- **Reimbursement for visa costs:** In some cases, the costs of a visa application can be very high. In some cases, the costs of a visa application can be very high, including hidden costs of biometric appointments, travel costs to in-person visa appointments, canceled flights following delayed or refused applications, and required third-party service fees. We therefore encourage organizers, if there is funding available, to cover visa expenses in addition to travel and accommodation costs.
- **Hybrid events:** If feasible, organizers should consider hybrid options to promote inclusion in academic events and facilitate the attendance of scholars who, for different reasons, may not be able to participate in person.
- **Support for parents:** We recommend that conferences/workshops facilitate the participation of parents, who may want to attend the event. This implies providing support for child care, either at the conference facility or at the parent's home; providing a lactation room equipped to accommodate the needs of nursing mothers; and, especially in cases of breastfeeding babies or special needs, considering the additional costs associated with a child caregiver.