



## **Speaker Conduct & Call For Papers Policy Blacks In Cybersecurity Headquarters, Inc. (BIC)**

### **Purpose**

This policy outlines the procedures and expectations for managing the Blacks In Cybersecurity Headquarters, Inc. (BIC) Call for Papers (CFP) process and talk submissions for our events. It ensures a structured and transparent approach to selecting, reviewing, and recording presentations while maintaining the quality and integrity of the content.

### **Application & Communication**

CFP, Workshop or “Talk” Applications are made via form, email and/or email designated email chain for tracking that is congruent with the scenario.

### **Leadership**

To facilitate an organized and efficient speaker and volunteer process, we circulate an event leads chart. This chart provides a reference for all relevant stakeholders, including speakers and volunteers, to ensure alignment with event objectives and responsibilities.

### **CFP (Application) Process**

All candidates interested in speaking at our events must complete a formal submission of their materials. These submissions undergo a thorough review process, during which each application is assessed based on predefined criteria. Candidates receive a decision and a scorecard reflecting their evaluation.

### **Feedback**

A dedicated feedback form is provided, and a designated receiving team is responsible for collecting, analyzing, and acting on the feedback received.

## **Recording**

Presentations and talks are sometimes pre-recorded and/or recorded on-site & stored for quality assurance and archival purposes.

These recordings are reviewed once more by one or more CFP committee members, staff, and/or appointed leadership.

Once reviewed, the recordings are made available on the organization's official YouTube channel to ensure accessibility and knowledge sharing.

This policy aims to uphold the highest standards in content selection and management, fostering a professional and safe environment for speakers, volunteers and attendees.

## **Topic Selection Areas**

Submissions will be evaluated based on how well they align with the following key themes:

- **Technology in Social Justice:** Discussing and highlighting how disparity and lack of equality negatively affect the progression of Cybersecurity and/or the greater technology field.
- **Black Experience in Cybersecurity/Technology:** Describing or narrating a cultural experience that helped shape innovation, develop a curiosity, or fuel a mission.
- **Cyber Innovations and Advancements:** Presenting a specific advancement, innovation, or invention that has been performed by a Black practitioner or has aided the Black community.

## **Selective Criteria**

Our selection process ensures a diverse range of high-quality talks that align with our mission and audience. The key selection criteria include:

1. **Expertise & Experience**  
The speaker's background, expertise, and credibility in the subject matter.
2. **Topic Relevance**  
The proposal should align with current cybersecurity challenges, innovations and industry needs.
3. **Engagement Potential**  
Preference is given to presentations that incorporate interactive elements, real-world case studies, or demonstrations.

## Speaker Score Cards

Each submission is evaluated using a speaker scorecard to ensure consistency and fairness in the review process.

The scorecard includes the following assessment criteria:

- Technical Depth (25%) – The level of expertise and depth of technical knowledge demonstrated in the proposal.
- Relevance (30%) – How well the topic aligns with the conference theme and topic selection areas.
- Clarity & Structure (25%) – The organization and clarity of the proposal.
- Originality (10%) – The uniqueness of the topic and perspective.
- Impact (10%) – Potential value and practical takeaways for the audience.

Each section will be scored on a scale of 1-5, and the total score will be used to determine selection.

Criteria	Weight (%)	Score (1-5)	Weighted Score (Score × Weight)
Technical Depth	25%		
Relevance	30%		
Clarity & Structure	25%		
Originality	10%		
Impact	10%		
Total Score	100%		Sum of Weighted Scores

## **Feedback Policy**

The structured feedback system provides a:

- A dedicated feedback form is provided to all speakers after the DEF CON event.
- The feedback will be collected to encourage honest and constructive criticism.
- Speakers will have the option to receive a summary of feedback to help refine their presentations for future opportunities.

## **Speaker Amenities**

Speakers will receive their speaker gift if it is available on-site or by mail.

## **Speaker Conduct**

As representatives of Blacks In Cybersecurity Headquarters, Inc. (BIC) , all speakers are expected to uphold the highest standards of professionalism both in-person and online.

This includes conduct on social media platforms such as X (formerly Twitter), Facebook, LinkedIn, Instagram, TikTok, and any other public or semi-public digital spaces.

### **1. Professionalism and Community Representation**

Speakers must ensure that their presence reflects the values and mission of Blacks In Cybersecurity Headquarters, Inc. (BIC)

This includes:

- Engaging in respectful and inclusive discourse.
- Avoiding discriminatory, harassing, or defamatory language.
- Avoiding statements or behaviors that could reasonably be interpreted as harmful, misleading, inappropriate or inaccurate.

## 2. Use of Organization Affiliation

When referencing their affiliation with Blacks In Cybersecurity Headquarters, Inc. (BIC) on social media, speakers must do so accurately and responsibly.

Personal views should be clearly identified as such and must not be presented as official statements from the organization unless authorized.

## 3. Handling Misconduct

Misconduct on social media by speakers—including posts made before, during, or after an engagement—may be subject to review if it conflicts with these standards.

Reports of misconduct will be investigated in accordance with our existing code of conduct procedures.

Where appropriate, cases may be escalated to relevant authorities, including partner institutions, event organizers or law enforcement.

**Blacks In Cybersecurity Headquarters, Inc. (BIC) reserves the right to take corrective action, including the cancellation of speaker engagements, removal from speaker rosters or other measures deemed appropriate to protect the integrity and values of our community.**