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## Diversity and Gender Equity Policy

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Status: Endorsed

Date: 14<sup>th</sup> June 2016

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### 1. Purpose

The Australian Bioinformatics and Computational Biology Society Inc. values diversity and gender equity, and strives to support members across all genders, ethnicities, or career stages.

The purpose of this document is to detail the diversity and gender equity policies of the Society.

### 2. Scope

This policy applies to all activities of the Society and its subcommittees, and external events benefitting from society sponsorship.

### 3. Definitions

Unless otherwise indicated, gender, ethnicity, and career stage are defined by self-identification.

“The Society” refers to the Australian Bioinformatics and Computational Biology Society Inc.

### 4. Gender equity policy for Society events

- (i) All events organised by the society or its subcommittees, including the ABACBS annual conference, will aim for gender balance across all areas of participation. This includes, but is not limited to, organising committees, session chairs, invited and contributed speakers, and fast forward presentations.
- (ii) Events organized by the society will achieve 50% representation by females as invited speakers at all society events, including symposia, conferences, and scientific meetings.
- (iii) Event promotional material must reflect the gender balance of the event with equal billing for all genders and should not explicitly reference this policy.

### 5. Gender equity policy for external events receiving sponsorship from the Society

- (i) Organisers of external events receiving sponsorship from the society must agree to aim for gender balance across all areas of participation as a condition of sponsorship. This includes but is not limited to organising committees, invited and contributed speakers, and fast forward presentations.
- (ii) Any external event receiving sponsorship from the Society must aim for at least 40% invited female speakers, as a condition of sponsorship.
- (iii) Event promotional material must reflect the gender balance of the event with equal billing for all genders and should not explicitly reference this policy.

### 6. Career stage

- (i) The Society aims to support members at all career stages.
- (ii) All events organised by the society or its subcommittees, including the ABACBS annual conference, will aim to include members at different career stages on organising committees.
- (iii) Organisers will aim to invite a range of speakers including Early and Mid-career researchers.

**7. Changes to these policies**

This policy may be amended at any time at an Executive Committee Meeting or a General Meeting of Society. Approved changes are effective immediately.