

## **DIVERSITY, EQUITY, ACCESSIBILITY, AND INCLUSION: STRONGER SCIENCE**

The scientific endeavor works best when it reflects the collective experiences of the science community and the diverse thinking of people from varied backgrounds. FASEB remains committed to diversity, equity, accessibility, and inclusion within the biological and biomedical sciences.

At FASEB's Science Research Conferences (SRCs), diversity and inclusion inspire innovation and collaboration between a wide-ranging group of senior, mid, and early-career scientists, postdocs, and graduate students with various backgrounds and experiences. They advance scientific investigation.

By welcoming everyone's talents, the SRCs seek to create an inclusive environment where difference is valued. As an organizer, your leadership is critical to tap into the diverse pool of speakers and experts that ensure a successful and consequential conference.



## **ORGANIZER SRC RESPONSIBILITIES**

- **Leadership** – work with your co-organizers to collect the names of scientists from diverse backgrounds and life experiences in your field to serve as speakers and experts.
- **Fundraising** – consider and submit federal and private grant applications with recognized diversity and inclusion requirements.
- **Outreach** – invite experienced scientists with differing backgrounds and experiences, including individuals of varied ages, genders, ethnicities, and abilities.

## **FASEB SRC RESPONSIBILITIES**

- **Strategy** – support organizers in their efforts to diversify the speakers and attendees at the SRCs.
- **Compliance** – ensure federal and private grant compliance around diversity and inclusion requirements are met.

# ORGANIZER LEADERSHIP IN DIVERSITY AND INCLUSION

As an SRC organizer, your leadership in identifying and inviting speakers and attendees from diverse backgrounds and life experiences is essential. While it can be difficult to achieve diversity at your FASEB SRC, the values of equity, accessibility, and inclusion should be reflected. This helps strengthen the biosciences community and fosters more significant collaborations.

We encourage you to emphasize that commitment when building your SRC program, especially as you look to recruit a wide-ranging group of speakers and experts. **Remember:** speakers from diverse backgrounds and life experiences often translate into audiences from diverse backgrounds and life experiences.

## TOP 6 TIPS FOR ACHIEVING SPEAKER / PRESENTER DIVERSITY

- 1. Set a Speaker Strategy.** Outline your goal in achieving speaker diversity for your event, better reflecting age, gender, race, ethnicity, sexual orientation, scientific diversity, seniority level, and geographical distribution.
- 2. Cast a Wide Net.** Brainstorm potential speakers with your co-organizers. Ask people you know and past speakers to nominate speakers you may not know or are not connected to.
- 3. Program with Diversity and Inclusion in Mind.** Assign marquee speaking slots at your SRC to women scientists and members of other groups underrepresented in your field and the greater bioscience community.
- 4. Financial Support.** Use sponsorship and grants to underwrite the costs of speaker travel and registration to ensure the widest selection of speakers. This may eliminate a barrier to attending for some speakers.
- 5. Promote Your Diverse Slate of Speakers.** Share details about your speakers to build your SRC's reputation for inclusivity. This will attract future speakers and new SRC attendees from diverse backgrounds and life experiences.
- 6. Set an Inclusive Tone at Your SRC.** Design a conference that honors respectful dialogue and engagement among speakers, attendees, and staff.

### FEDERAL GRANTS & DIVERSITY

Most scientific conferences, including SRCs, are supported by federal grants. Meeting diversity and inclusion goals is a long-standing expectation of the National Institutes of Health (NIH) and the National Science Foundation (NSF).

Federal funders prioritize requests for junior/early career investigators. The diverse make-up of invited speakers and organizers impacts their funding decisions. Should you receive an NIH R13 or NSF conference grant, you will be required to comply with the award's terms and conditions.

Federal applications require you to describe plans to encourage participation by women, individuals from nationally underrepresented racial and ethnic groups, and persons with disabilities.

### KEY DEFINITIONS

**Diversity:** any characteristic used to categorize groups of people or individuals.

**Equity:** the guarantee of fair treatment, access to resources, opportunity, and advancement for all individuals.

**Inclusion:** constitutes an environment in which groups or individuals who come from different backgrounds and life experiences are welcomed, treated equally, and valued.