



ASBTE Inclusion, Diversity and Gender Equity Policy

General Principle

The ASBTE strives to achieve inclusivity, diversity and gender balance in all aspects of our society and conferences. In all aspects of our society (including conferences organising), we shall endeavour to achieve this basic principle. There shall be balance through equal and diverse representation in all aspects of our society. For example, there shall be equal gender representation on the organising committees, session chairs, Keynote Speakers, and general speakers.

Visibility

The above statement, or similar, shall be displayed on the ASBTE main website and every ASBTE conference website.

ASBTE Committees

All committee members are to be familiar with the ASBTE diversity policy and that the committee itself shall be diverse, informed, and gender balanced.

Conference Organising Rules

1. Invite those identifying as females first. Only once the target number of females have accepted – then you can invite males.
 - a. If female speakers, chairs, etc cancel, replace with females.
2. ECAs (those within 7yrs of obtaining their PhD) to be involved in all aspects of the conference, from the organising committee, to session chairs, to invited speakers.
3. Appoint a gender equity & diversity champion on the organising committee
4. At least one member of the ASBTE executive committee is to be on the organising committee.
5. Consider Family-Friendly options (e.g., family room, financial support, social event schedules)

Reporting

Every conference shall report back to the ASBTE society on the gender breakdown of the committee, invited speakers, regular speakers, and attendees.

Anti-harassment

ASBTE is dedicated to providing a harassment-free environment for everyone, regardless of gender, gender identity, sexual orientation, disability, physical appearance, race, age or religion. We do not tolerate harassment of fellow member or conference participants in any form. Members or conference participants violating these rules may be sanctioned or expelled from the society and/or conference.