



Diversity, Inclusion, Equality Guidelines

IPSERA is a unique and highly regarded community with values of inclusivity and openness. IPSERA recognizes that we all represent diverse and multifaceted backgrounds. To ensure that we are as inclusive and open as possible, we have developed a set of diversity, inclusivity and equality guidelines for the IPSERA community and IPSERA event organisers. We have excelled at gender equality in the executive committee and for the last few years the membership has had gender equity as well as representation from different communities including PhD, postdoctoral, junior and senior faculty as well as now the practitioner community. We have also had representation from North, South and Eastern Europe as well as the US and Latin America. We would now like to extend this open and diverse approach to our other governance activities and events.

Ensuring Diversity, Inclusion, Equality

IPSERA aims to channel global leadership by being an exemplar through full inclusion. We, as the IPSERA Executive Committee, therefore, confirm our commitment to:

- Engage our members and encourage the use of diverse, inclusive and equal language
- Create, publish and promote the IPSERA diversity strategy
- Orchestrate diversity and inclusivity specific IPSERA programs and activities
- Measure and disclose progress
- Ensure the inclusion of members, taking into account gender, ethnicity, and nationality, reflecting the diversity our membership and our vision for IPSERA
- Ensure gender, ethnicity, and nationality diversity reflecting our membership and our vision for IPSERA when organising committees, panels, and other committees
- All members should respect individual differences. A gender-, ethnicity-, nationality-, political view-neutral language is required
- Eliminate sexist jokes or assumption driven comments/questions

Your IPSERA Executive Committee

