

Equality Diversity and Inclusion Policy Statement

The Microbiology Society is concerned with the 'leaky pipeline' of talent within Microbiology and understands and supports the need to address this for the benefit of the discipline and the Society. Greater diversity within all that we do will widen the talent pool available for the field of Microbiology and create networks of ideas and collaborations, potentially leading to greater development and innovation. Overall, facilitating an environment of equality and diversity will foster a sense of inclusivity which will pave the way for us to build the capabilities to support Microbiology in the future.

1. The Society is committed to creating an inclusive culture that supports equality and diversity and fully reflects both its membership and the global Microbiology community. The Society seeks to actively encourage all practices that reflect a diverse society.
2. To address this, the Society will ensure that equality of gender, career stage, ethnicity and disability are appropriately embedded and prioritised across the Society's structure and activities. Although, not similarly embedded at this time, the Society also considers equality of the remaining protected characteristics to be important.¹
3. The Equality, Diversity and Inclusion (EDI) Ambassadors, created by the Council, will advise on these issues on behalf of the Society's Committees and Council. The Ambassadors will consider the barriers to participation in all Society activities and to career development and recommend measures to ensure greater equality and inclusion. Such measures should include better communication, specific funds to support inclusivity, and a greater diversity of speakers at meetings and of members of committees and decision making bodies. The governance of Society Committees will be scrutinised to support the above.
4. The EDI Ambassadors will encourage all members of the Society to engage in supporting, mentoring and developing their career and the careers of colleagues, to achieve success and fulfilment. This may include applying for grants, organising meetings, speaking at meetings to increasing mentoring opportunities and developing more out-reach programmes to schools.
5. The EDI Ambassadors will draw up specific recommendations to achieve the above, working closely with relevant staff. The collection and analysis of relevant data towards achieving the above will be reported to the Council on an annual basis to support continued monitoring and measuring of the outcomes. Council will consider and ensure the appropriate delivery of recommendations.

¹ Protected characteristics: Race, religion and belief, marriage and civil partnership status, age, sexuality, gender reassignment and pregnancy and maternity