

Equality and Diversity 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 gender equality is fully embedded within all of the Society's structure and activities. The Society will then extend these activities to encompass other under-represented groups including those based on age, disability, race, religion and sexual orientation.
3. The Equality and Diversity (E&D) Working Group, created by the Council, will research and advise on these issues on behalf of the Society's Policy Committee, Professional Development Committee and Council. The Working Group will firstly identify the barriers to participation and career development then, secondly, recommend measures to ensure greater equality, for example via better communication, specific funds to support inclusivity, ensuring a greater diversity of speakers at meetings, committees and decision making bodies. The governance of Society Committees will also be scrutinised to support the above.
4. The E&D Working Group will encourage a more outward focus so that the Society plays an even greater role in supporting, mentoring and developing the career of all members, especially females and other under-represented groups, to achieve career success and fulfilment, from applying for grants, organising meetings, speaking at meetings to increasing mentoring opportunities and developing more out-reach programmes to schools.
5. The E&D Working Group 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 the recommendations and ensure delivery of these