At MassBio run events, we will:

- Seek the best and brightest to participate in the program, regardless of gender, gender expression, sexual orientation, ethnicity, nationality, veteran status, disability religion or age.
- Not hold any event with an all-male panel during any part of the agenda.
- Ensure better gender balance and diversity among our event steering committees to increase the probability of a greater diversity among speakers and attendees.
- Encourage all invited speakers who cannot participate to suggest other potential participants with an eye toward improving women and diversity among event speakers.
- Strive for gender balance on all MassBio event steering committees and consider the inclusion of new members to regulate an imbalance.
- Share this policy with our event steering committee and forum co-chairs.
- Publish a link and a summary statement of this policy on all MassBio conference events web pages.
- Seek the opinion of event attendees in post-event surveys about the effectiveness of this policy in their view, e.g.: Was our commitment to diversity adequately demonstrated at this event? Did this policy’s implementation impact your participation in the event?
- Gather data to measure the diversity of invited speakers, selected speakers, and attendees.

When MassBio representatives are invited to participate in external events, we will:

- Not participate as a panelist or moderator if the resulting panel will be all-male.
- Strongly encourage the program’s organizers to consider their event’s inclusivity and share our events policy with them as reference.

When organizations request MassBio to partner or co-sponsor their event, we will require the organization to:

- Adhere to the policies outlined above. If the organization cannot do so, we would instead require a written explanation for why they cannot, including a plan to meet the goals in future years, before MassBio will agree to partner or co-sponsor the event.

We encourage every organization to consider adopting this policy as their own.

Please contact communications@massbio.org with any questions.