



Statement of Policy: *Diversity at Events*

MassBio is committed to diversity at all our programs, forums, and conferences. MassBio firmly believes that the diversity of our society and industry must be reflected in our speakers and audience. To ensure this is not simply talk, but action, we are committing to the following written policies for all future events.

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.

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