Guidance on How to Balance the Scientific Programme of ESCMID-Related Educational Events

Issued by the ESCMID Parity Commission

The Parity Commission has drawn up this guidance document in order to improve the balance of all ESCMID-related educational, professional and scientific activities in terms of gender and country of origin. The Commission believes that improved balance will significantly increase the level of quality of ESCMID activities. We suggest as follows:

1. Programme/Organizing Committees
Given the international nature of our Society, all ESCMID educational, professional and scientific meetings are by definition internationally oriented. This requires well-balanced gender and geographical distribution within the Programme/Organizing Committee. All efforts should be made to ensure a fair distribution of members within the Committee in terms of gender (neither gender should represent more than 70%) and by geographical region (see ESCMID definition of geographical regions: Attachment 1).

2. Speakers and Chairpersons
All efforts should be made to ensure that, when finalizing decisions regarding speakers and chairpersons, no groups are underrepresented and no persons discriminated against on the basis of their age, sexual orientation or racial, regional, religious and/or political background while disregarding their personal achievements. ESCMID strongly encourages fair distribution in terms of gender and geographical origin in all educational activities. All efforts should be made to ensure that speakers are evenly distributed in terms of gender, with neither gender representing more than 60%. On this basis, Programme/Organizing Committee members should select the best possible speakers from different European countries. Preference should be given to young scientists from different European countries with the aim of ensuring even distribution among the five ESCMID geographical regions each of which should be represented by no less than 10% of the speakers present. The same consideration applies to chairpersons.
The Education Officer or Programme Director should submit a draft programme of all ESCMID-related educational activities to the Parity Commission as soon as available so that the latter may provide suggestions, if needed, on how to implement the above-cited suggestions and further improve the quality of the events.

Finally, the ESCMID Administrative Office should submit a short written annual report to the Parity Commission detailing speaker and chairperson breakdown according to age, country and geographical region for all ESCMID-related educational activities.

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