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ESCMID Parity Commission
Equal Opportunities for All?

www.escmid.org/parity
The ESCMID Parity Commission (EPC) was founded to review and improve the representation of minorities and gender as well as geographic balance among Infectious Diseases (ID) and Clinical Microbiology (CM) specialists in universities and hospitals in Europe.

**Members**
- ESCMID Professional Affairs Officer ID
- ESCMID Professional Affairs Officer CM
- ESCMID Advocate for Minorities
- ESCMID Advocate for Gender Balance
- ESCMID Advocate for Geographic Balance

Current members: www.escmid.org/parity

**Aims of Parity Commission**
- to improve gender representation and geographic balance within ESCMID and related educational activities;
- to tutor young female scientists and scientists from resources-poor countries and from minority groups;
- to link ESCMID and national societies in order to address disparities due to gender, economical status and ethnicity.

**Definition of Minorities by the ESCMID Parity Commission**
Minorities among healthcare workers are those discriminated in their professional career and/or underrepresented in scientific societies because of gender, age, sexual orientation, racial, regional, religious and/or political reasons without consideration of their personal achievements.

**Current Activities**
The Commission has a number of ongoing and planned activities:
- to review and analyse statistical data from ESCMID/ECCMID
- to verify if and to what extent forms of discrimination related to country, gender and minorities among professionals in hospital and academic activity in the CM/ID sectors exist. For this reason, the EPC designed a survey that, through a questionnaire, investigates the dynamics of discrimination present at two different levels: a general level, pertaining to all trainees and professionals in the two specialisation sectors and an association level, applying to ESCMID members.
- to increase the awareness of ID/CM through elaboration of data and articles
- to collaborate with Trainee Association of ESCMID and the ESCMID Education Officer concerning educational activities
- Advisory role for ECCMID
- Provide guidance for mentoring and tutoring programmes.