Equity Diversity and Inclusion (EDI) on bioinformatics training and education in LMICs

EDI 1 activity : Create an outline of an EDI guideline document for LMICs (if possible start the guides and recommendations)

Working scheme
- Please read and add to the table below, you may add your name if you wish. Some areas are pre-filled to get things going.
- You can add new rows as needed.
- In order to create a EDI guideline, what are the key points?

Topic	What are the issues?	What do you want to see?	What is already happening (in your work, others' work) - optional to complete	How do we achieve equity, diversity and inclusion? Recommendations and resources
Gender	Genders not represented, gender diversity not acknowledged Policies (checks or balances) not in place for ensuring gender balance Women experience additional barriers to accepting	Alejandra: 50/50 at all levels. Attendees, speakes, organizers, trainees, trainers Eva: Mechanisms to give space to women to participate		María Check gender balance (manage balance or awareness)

	speaker/trainer invitations (higher work burden, family responsibilities, pregnancy) - and systems are not in place to allow their inclusion.	actively Safe space for people with any gender identity to participate		
Misconducts	Non-inclusive language - not knowing terms/words of engagement Harassment (verbal, physical) No clear reports of exclusion, sometimes we are not aware a behaviour is not ok	Have a common knowledge of what is considered as unacceptable behaviors and the consequences that these have on the event		Paty Establish a team that would observe and enforce the CoCs and that would be assigned to handle any potential issue during the events
Event organisation		Target audience - balance in selection, attendance Panelists - balance in speakers		Having a balanced /diverse organizer team working with predefined guidelines aimed to reflect EDI in all aspects of the event
During Event	Getting everyone to be familiar with the code of conduct	Target audience - balance in selection, attendance		Ice breaker events based on knowing the code of conduct.

		Panelists - balance in speakers		
Accessibility and infrastructure		Costs, support, travel, disability support		Fellowship, for connectivity, for travel costs, for registrations. Venue accessibility: Is the place prepared to provide listening or visual aid? Does the place have infrastructure to facilitate mobility? Accommodation/support for child care and/or lactation spaces that allow following the conference. Maintain virtual versions of the events.
Development and delivery		Alice: Facilitators Language, trainer teams		Alice: Facilitators trying to implement strategies to actively help EDI happen
Under-representation	Groups of society not participating in activities - why?	Identify under-represented groups within regions (i.e. Latin America)		Adapt demographic surveys to our region.
Scheduling and logistics	How can we make accommodations for people in different time zones,	Timezones, religious festivals If you regularly meet with people in		Melissa: For religious festivals, download a multicultural calendar and add it to your calendar (i.e. google) so we are aware of them. Example:

		other timezones try to share the burden of having to meet outside of your normal working hours.		https://www.harmony.gov.au/events/calendar

Additional activity if you have time

Questions	Answers	Solutions
What are the barriers to implementing EDI in bioinformatics training, in LMICs?	- People in Positions of power to enforce / support the policies	-continuous advocacy, requirement of safety (CoCs allow potential attendees to know their safety is taken seriously)
How do we successfully embed new EDI policies into our work?		

Below are some key areas where addressing EDI is needed, you may add to this if you wish.

1. Organisation
2. Training events

- ○ Target audiences
3. Accessibility and Infrastructure
     - ○ Costs
     - ○ Support
     - ○ travel
4. Gender
5. Under-representation
6. Recognition
7. Processes
8. Misconduct
9. Cultural differences
10. Diverse interests, levels of knowledge
11. Trainer teams - diverse backgrounds relevant to training, biology vs mathematical etc... also levels of expertise (e.g. early career vs professors);

- Start by what participants have in mind when talking about EDI
- Consider minorities depending on the regional context (country, language, etc)

- EDI 2 activity: Code of conducts
     - a) Please share with everybody **EDI data around the world for reference** (please consult the source on licencing-related matters)

The aim is to be able to collect the work done around the world as a database resource and material to be analyzed for the second session.

Code of conducts in spreadsheets format.

Link and name of submitter	Brief description the resource/document and/or pertinent text
María https://elixir-europe.org/events/code-of-conduct	The ELIXIR Code of Conduct has been created so all participants at ELIXIR events organised and/or funded by the ELIXIR Hub can interact with each other in a respectful and safe environment and have avenues to turn to in case they believe there has been a breach to this Code of Conduct.
Alejandra https://www.bioconductor.org/about/code-of-conduct/	Bioconductor Code of Conduct
Alejandra https://comunidadbioinfo.github.io/codigo-de-conducta/	The community for Software Developers in Bioinformatics code of conduct, based on the rOpenScie2018 conference code
Alejandra https://www.iscb.org/iscb-edi	ISCB Equity, Diversity and Inclusion website