


# Equality, Diversity, and Inclusion in Biocuration

A webinar of the International Society for Biocuration

May 11, 2020

# Hello!



**Introduction  
to EDI  
subcommittee**

**Overview of  
work to date**

**Brainstorm:  
goals for  
upcoming  
year**

# Committee on Equality, Diversity, and Inclusion

## About

Formed as an outcome of the workshop held at the Biocuration 2019 conference.

## Goals

Our aim is to promote Equality, Diversity and Inclusion across the Society and the broader community.

## Monthly calls

Mondays, 8:30-9:00 am PT

All are welcome!

## Committee Members

- Nicole Vasilevsky, OHSU, USA
- Rachael Huntley, SciBite, UK
- Monica Munoz-Torres, OSU, USA
- Mary Ann Tulli, GigaScience, HK & OUP, UK
- Peter McQuilton, U of Oxford, UK
- Shashikant Pujar, NIH/NCBI
- Deepak Unni, LBNL, USA
- Roxanne Yamashita, NIH/NCBI, USA
- John Anderson, NCBI, USA
- Yvonne Bradford, ZFIN, U of Oregon, USA
- Sara El-Gebali, EBI, UK
- Ilene Mizrachi, NCBI, USA
- Lorna Richardson, University of East Anglia, UK
- Marc Robinson-Rechavi, Lausanne, CH
- Andrew Su, ISCB, Scripps, USA

# Outcomes from last year

# Equality, Diversity, and Inclusion Resources Web Page

- EDI Response to NIH RFI
- Web Page with resources
  - Conferences
  - Inequality
  - Harassment

## EQUALITY, DIVERSITY AND INCLUSION RESOURCES

- **Response to NIH Request for Information: Institutional Accountability to Promote Inclusive Excellence.** Equality, Diversity and Inclusion Committee. (2019, May 17). Zenodo. <http://doi.org/10.5281/zenodo.2875900>. Link [here](#)

### Conferences

- **Inclusive conferences? We can and must do better – here's how.** Link [here](#)
- **Conference Accessibility.** Link [here](#)
- **To Save The Science Poster, Researchers Want To Kill It And Start Over.** Link [here](#)
- **How to organize a conference that's open to everyone.** Link [here](#).
- **Information on Conference Accessibility tools from World Institute on Disability (WID).** Link [here](#).

### Inequality

- **Male researchers' 'vague' language more likely to win grants.** Link [here](#)
- **Femininity and Fieldwork.** Link [here](#)

<https://www.biocuration.org/equality-diversity-and-inclusion-resources>

# ISB Code of Conduct

## Highlights:

- All members and conference attendees are expected to agree to and abide by the CoC
- Code of ethics and professional conduct for the Society
- Expected behavior at events organized by the ISB
- Suggestions for event organizers to ensure inclusivity
- Consequences of unacceptable behavior

The screenshot shows the website for the International Society for Biocuration. The header includes the site name and navigation links: WELCOME TO THE ISB!, ABOUT THE ISB (with a dropdown arrow), MEMBERSHIP (with a dropdown arrow), ISB CONFERENCE, and CAREER DEVELOPMENT (with a dropdown arrow). A sidebar menu on the left lists: WHAT IS BIOCURATION?, JOB OPENINGS, BIOBCORE DATABASE STANDARD, MEMBERSHIP BENEFITS, GITHUB ISSUE TRACKER, and ISB CODE OF CONDUCT (highlighted in green). Below the menu, it says 'You are logged in.' and 'SEARCH ON THE SITE' with a search input field containing 'Search ...'. The main content area features the title 'ISB CODE OF ETHICS AND PROFESSIONAL CONDUCT' and an 'Introductory statement' section. The introductory statement explains that the Code of Ethics and Professional Conduct (hereafter known as 'Code of Conduct') is prepared by the International Society for Biocuration's (ISB) Equality, Diversity and Inclusion (EDI) committee and is applicable to all members of the ISB, including its committees and working groups, and attendees of all events organized by the ISB. It also mentions that the Code of Conduct will be prominently displayed on ISB's EDI webpage, with a provision for comments and suggestions for improvement. Below this is an 'Endorsement' section, which states that agreeing to this Code of Conduct is mandatory for all ISB members and that new members will be presented with this document at the time of registration and will need to indicate their agreement as a part of

<https://www.biocuration.org/isb-code-of-ethics-and-professional-conduct/>

# Guidelines for conference organizers

- Venue
- Registration
- Badges
- Photography/Video
- Consider varying formats for talks
- Presentations
- Posters
- Food
- Environmental considerations



# Gender Distribution at the ISB Annual Conferences

Our aim is to achieve fair gender representation in key roles

The screenshot shows the Zenodo website interface. At the top, there is a blue navigation bar with the Zenodo logo, a search bar, and links for 'Upload' and 'Communities'. On the right side of the navigation bar, there are 'Log in' and 'Sign up' buttons. Below the navigation bar, the page title 'International Society for Biocuration' is displayed. The main content area is divided into two columns. The left column features a 'Recent uploads' section with a search bar containing 'International Society for Biocuration'. Below the search bar, there are buttons for 'November 13, 2019 (v1)', 'Report', and 'Open Access'. The main title of the report is 'A Report on the Gender Balance at the International Society for Biocuration Annual Conferences', followed by the author 'Rachael Huntley; ISB Equality, Diversity and Inclusion Subcommittee;'. A short description follows: 'This report was requested by the Equality, Diversity and Inclusion (EDI) Committee of the International Society of Biocuration (ISB) in order to monitor the composition of the ISB annual conference attendees with regards to gender balance. The results of this report are intended to help future confe'. The upload date is 'November 13, 2019'. A 'View' button is located to the right of the report details. The right column features a green 'New upload' button at the top. Below it is a community card for 'International Society for Biocuration', which includes the ISB logo and the text 'International Society for Biocuration' and 'A Zenodo community for the International Society for Biocuration. This is a place for contributors to'.

Full report available on the Zenodo Community page of the ISB website:

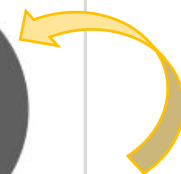
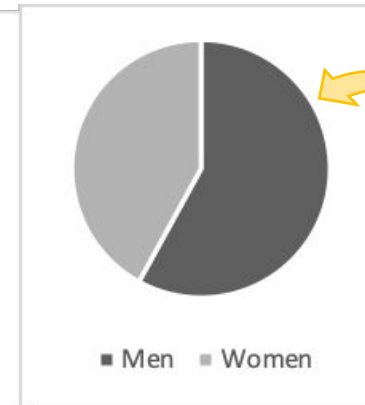
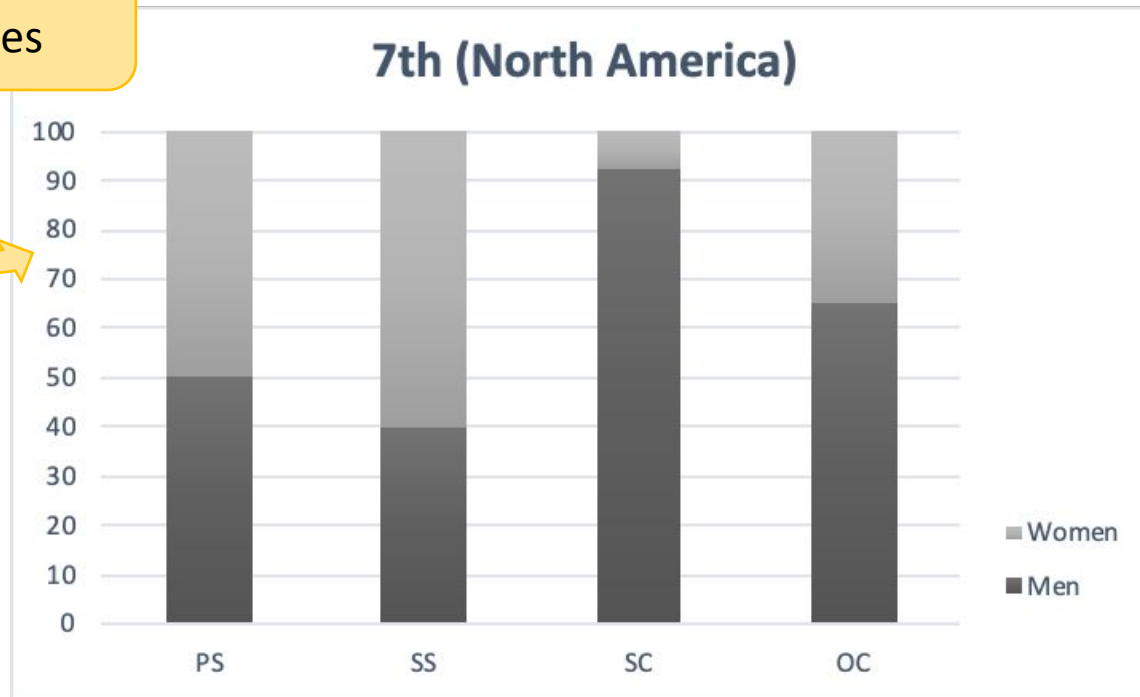
<https://zenodo.org/communities/isb/?page=1&size=20>



# Analysis was performed on key roles\*

- plenary speakers (PS)
- session speakers (SS)
- session chairs (SC)
- organizing/scientific committees (OC)

Each conference broken down by key roles

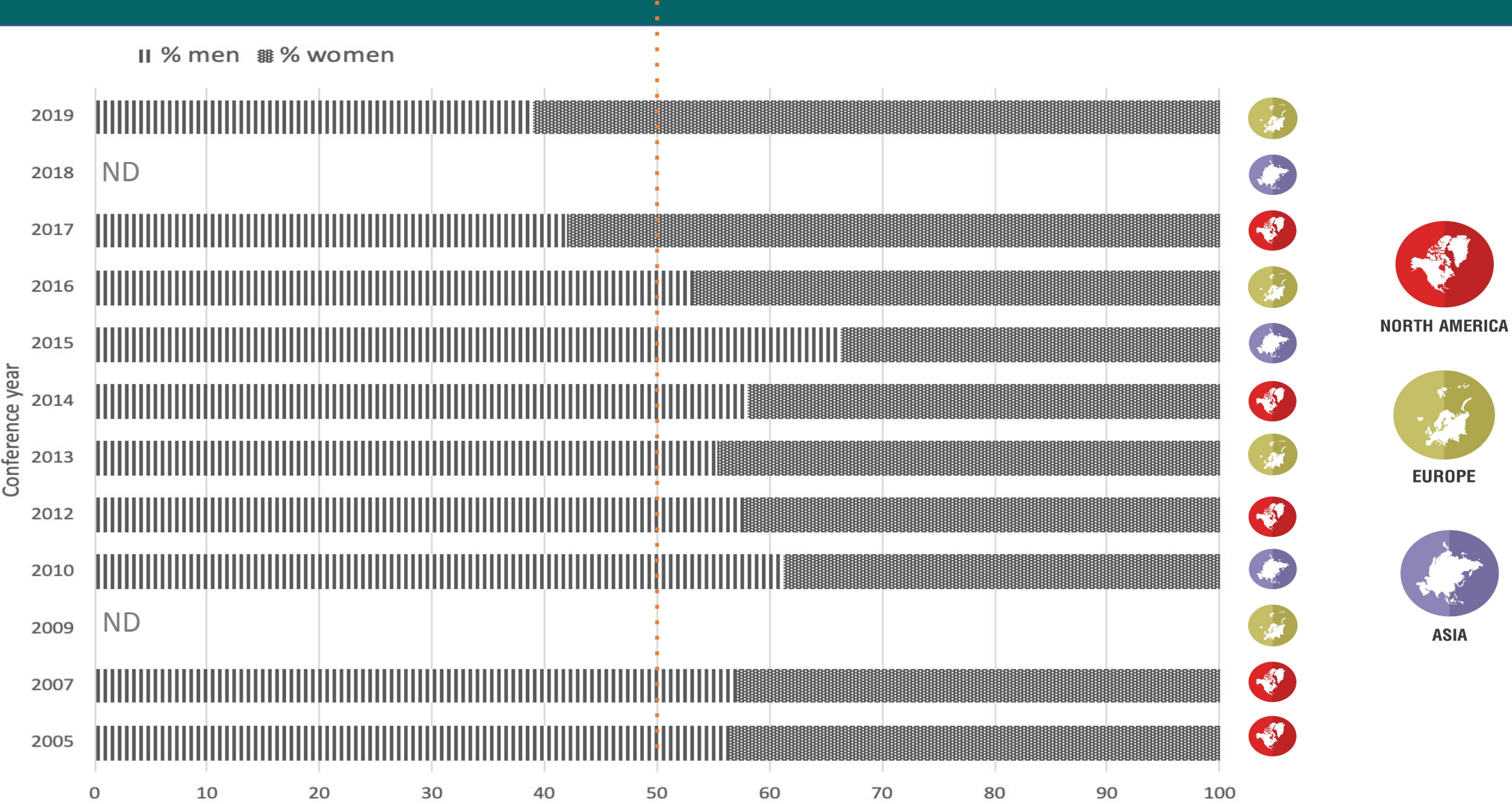


Totals of men/women in key roles

## \*Caveats:

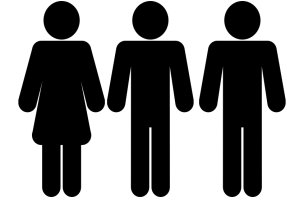
- Retrospective analysis, so not perfect as not all data is available
- Gender (M/W only) determined by **name** used on program

# Percentages of women vs men in key roles at ISB annual meetings



# Observations

- Most conferences have had more men than women in key roles
- In 6/10 conferences there were more men plenary speakers than women
  - 3 of these were all-men composition*
- Gender distribution seems to be shifting in favour of women in recent years



# Recommendations for conference organizers

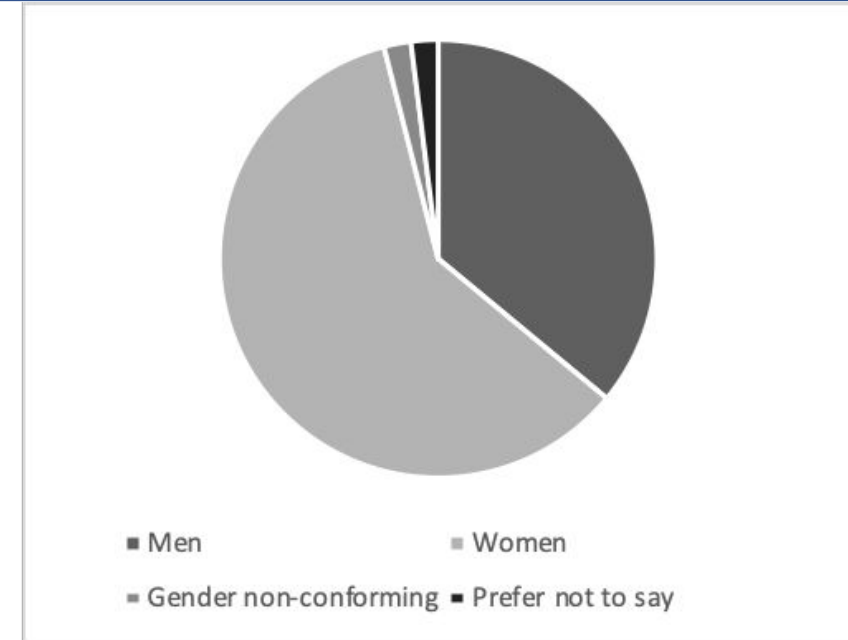
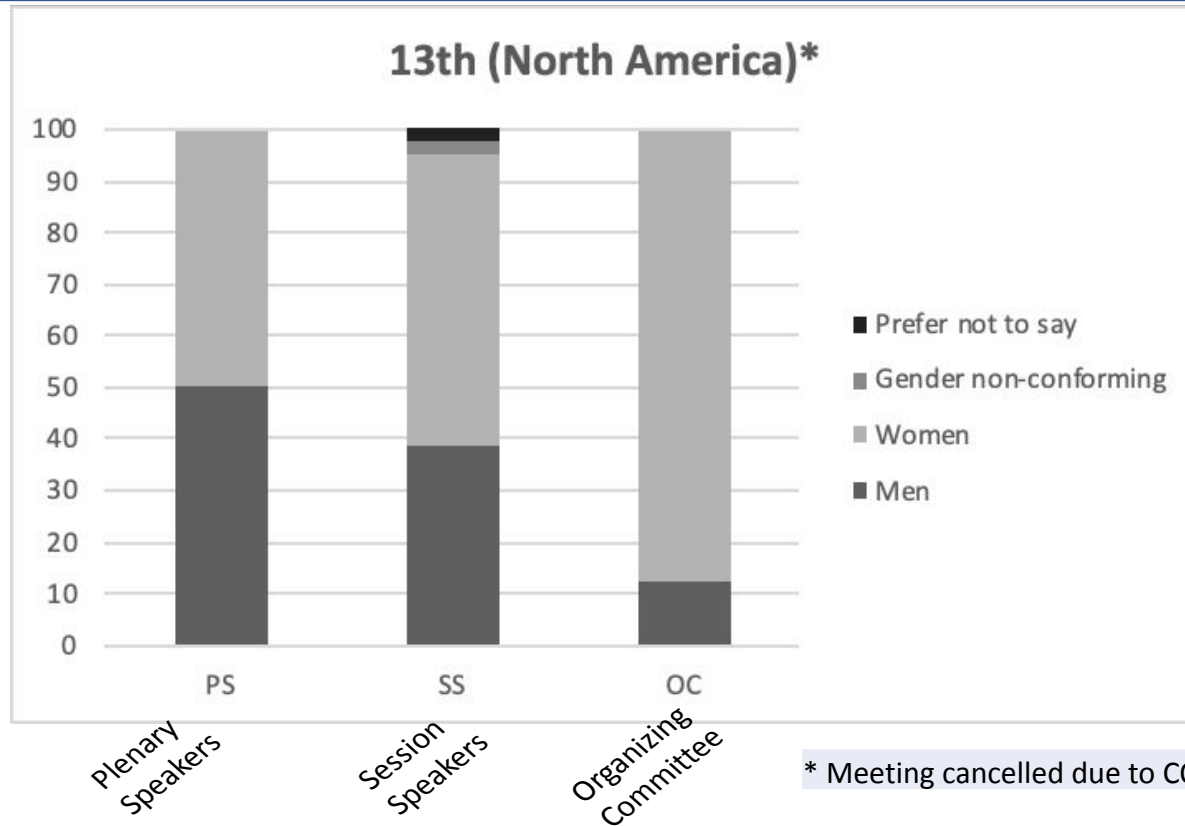
- A fair balance of genders on the organizing committee should assist with ensuring a fair balance in the key roles
- Try to achieve a fair balance of genders for all key roles
- All-men/all-women panels are not acceptable
- Implement gender questionnaire on registration page
- Widen the pool of people chosen to chair sessions, often it has been people with other key roles



Travel fellowships available if there is difficulty attracting the right speakers

# How are we doing now?

2020 - Gender question has been added to conference registration form



## Future

- Use self-reported gender data for more accurate representation
- Analyse gender balance of *workshop* organizers and speakers as more consistent data becomes available
- Our aim is to achieve fair gender representation in key roles

# Brainstorm: Goals for the upcoming year

[bit.ly/isb-edi-2020](https://bit.ly/isb-edi-2020)

sli.do  
#ISB-EDI-2020

# Thank you!

Contact:

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