



ELRIG

The Drug Discovery
Community

ELRIG's EQUALITY DIVERSITY AND INCLUSION (EDI) AIMS AND GUIDING PRINCIPLES

AIMS

- ELRIG will strive for **cultural change**, both for itself and the ELRIG community
- Rather than a policy we have developed *the ELRIG Community's Guiding Principles*
- We will **communicate** the journey and the conclusions
- The process and implementation of outcomes will be **transparent**
- **Data** and the ELRIG community will guide action
- Mechanisms will be put in place to ensure that **accessibility** is maximised at all events
- Guiding principles will be embedded in governance and all **Work Groups** daily activities

OUR GUIDING PRINCIPLES

We will promote **equality**, by welcoming all to all our events and will be **inclusive**, by removing barriers to access, and that our events will represent the **diversity** of the ELRIG community.

OUR EQUALITY PRINCIPLE IS:

We will ensure that all are welcome by: profiling the demographics of attendees by segment, age, ethnicity, disability and gender, monitoring and ensuring that no one group is favoured nor excluded and act to ensure equal outcomes and opportunities for the entire ELRIG community.

OUR DIVERSITY PRINCIPLE IS:

We will strive for gender balance at our events, by ensuring that the diversity mix of our speakers represents the diversity of our delegates, and that the diversity mix of our delegates represents the diversity of the ELRIG community, as well as ensuring that scientific content reflects the diversity of the ELRIG community.

OUR INCLUSIVITY PRINCIPLE IS:

We will ensure that accessibility is maximised at all events, by removing barriers to those with disabilities, limits on finances, caring and parental responsibilities, religious needs, geographical location and other requirements. To ensure our principles remain relevant, we will solicit, monitor, and report to the ELRIG community and act upon relevant feedback during and after events to maintain accessible and safe spaces in which to collaborate.