

ELRIG Drug Discovery 2022

Inclusive conferences and chairing workshop

25th July 2022

Dr Lilian Hunt (they/them)



Our vision, mission and values



Equality



Diversity



Inclusion



Science and Health

Hosted by Wellcome, EDIS is a coalition of organisations working within the science and health research sector committed to improving equality, diversity and inclusion.





Vision:

For everyone to have equal opportunities and access to a successful career within science and health, its research and its outcomes





Why inclusive conferences and events?

ELRIG's EDI Aims

- ELRIG will communicate the journey it has started and the conclusions that it comes to.
 - The process and implementation of outcomes will be transparent.
 - Data will guide action.
 - Mechanisms will be put in place to ensure that accessibility is maximised at all events.
- Rather than setting a series of targets, this will be a cultural change, both for ELRIG and its community.
 - Rather than a policy we will have a set of guiding principles.
 - Guiding principles will be embedded in governance and all Work Groups daily activities.

ELRIG's EDI Principles

Equality

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

Inclusion

- We will ensure that accessibility is maximised at all events, by removing barriers to those with disabilities, limits on finances, have caring and parental responsibilities, religious needs and are safe spaces to collaborate within.
- To ensure we our principles remain relevant, we will solicit, monitor and act upon relevant feedback during and after events.

Diversity

- We will ensure that our events are attended by at least 50% from the UK and 50% from the ROW, that there is a 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 community, as well as ensuring that scientific content reflects the diversity of our community.

We will promote equality, by welcoming all to all our events and will be inclusive, by ensuring all are able to attend and that our events will represent the diversity of our community

Where you can help



"We will ensure all are welcome..."

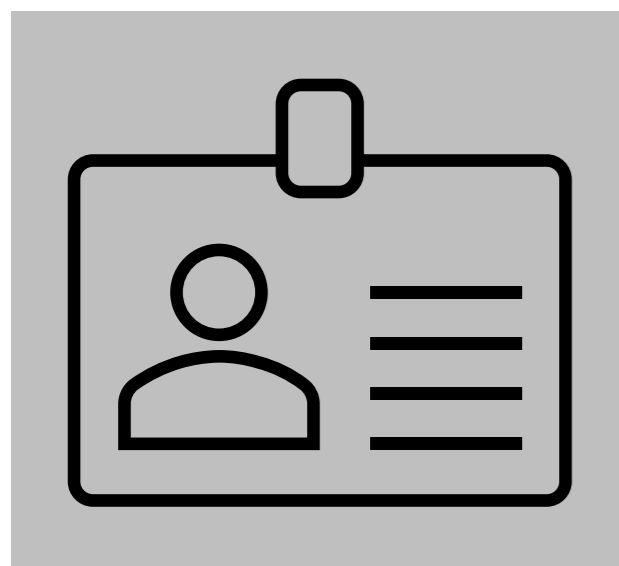
"...ensure equal outcomes and opportunities for the entire ELRIG community."

"...accessibility is maximised at all events..."

"...safe spaces to collaborate within."



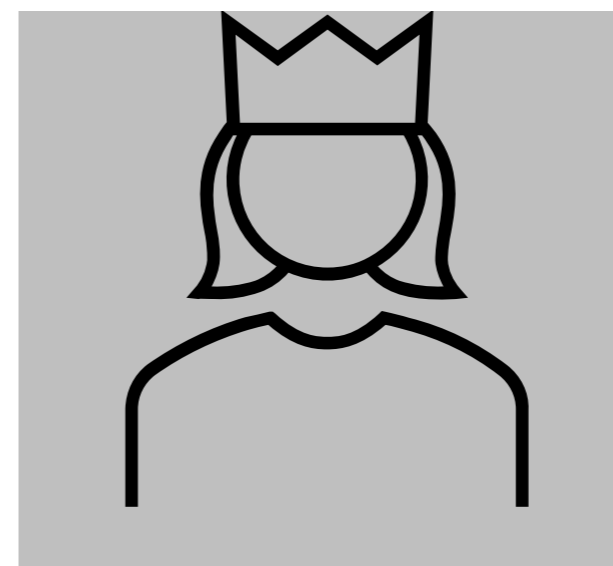
Inclusive chairing – top tips for before the talk



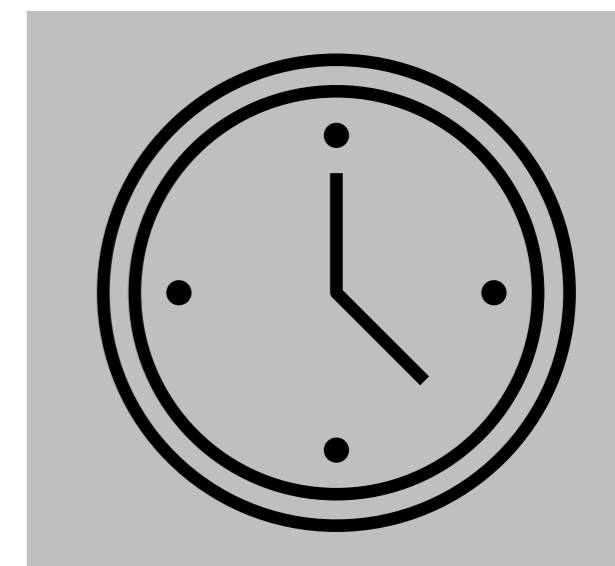
Pronouns and introductions



Pronunciation



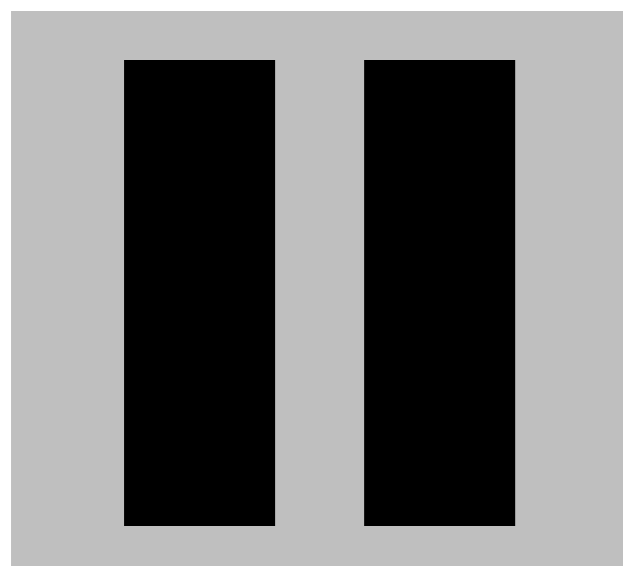
Titles



Breaks & timing



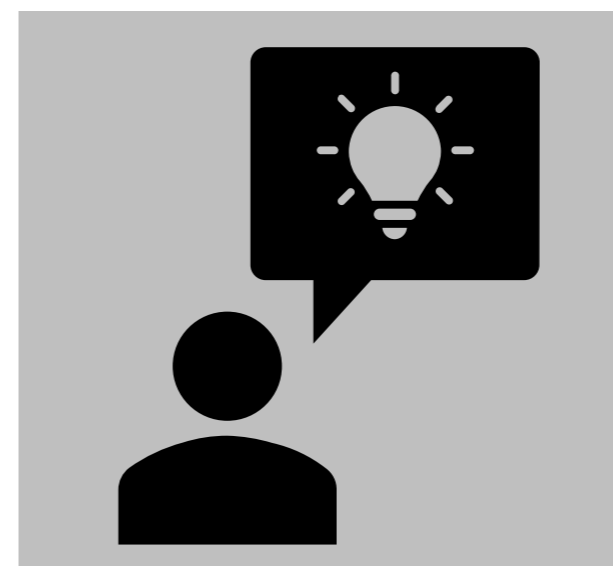
Inclusive chairing – top tips for the Q&A



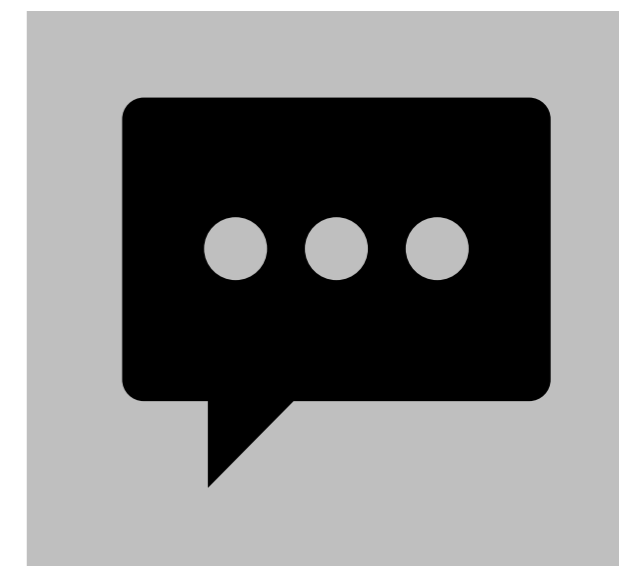
Pause



Communication differences



Diversity



Language

Good to know on the day

- Location of accessible toilets, gender neutral and gendered toilets, any quiet rooms, baby feeding rooms or prayer rooms.
- Mechanisms to reduce sensory issues are totally acceptable. Attendees are requested not to remark on tinted glasses, ear-plugs/defenders, headphones, or any other aids.
- Autistic behaviours: Repetitive movements or behaviours, echolalia, distractibility, fidgeting or moving about, different or impaired conversation skills, avoidance of eye contact, perseveration (obsessiveness), are expected and accepted. Please try to bear in mind the need for speakers / attendees to be heard.



Thank you!

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