

Equality, Diversity and Inclusion Policy

The British and Irish Chapter of the International Society for Magnetic Resonance in Medicine (BIC-ISMRM) is an organisation for members of the ISMRM (which includes the Society for Magnetic Resonance Technologists (SMRT)) who work and study within the United Kingdom or the Republic of Ireland. The Chapter recognises and supports good scientific work regardless of any characteristics of personal identity such as age, gender, ethnicity, race, disability, sexual orientation, religion or belief, caring responsibilities, nationality, education or socio-economic status.

The Chapter is dedicated to equal opportunities and has zero tolerance for discrimination, victimisation or harassment.

This statement details the Chapter's policy to regulate its Executive Committee and associated committees to ensure equality, diversity and inclusion (EDI) to fully recognise merit in an unbiased manner and support BIC-ISMRM members at all career stages. The BIC-ISMRM expects all members to adhere to the EDI policy and to act with respect towards each other when participating in BIC-ISMRM events or activities. Failure to act in this way will lead to removal from the event and/or loss of membership of the Chapter.

Governance

The BIC-ISMRM Executive Committee composition is as detailed in the Chapter's bylaws. Early career researchers (ECRs) are included as Student Observer(s) and Post-Doc representative(s). To improve diversity further, calls for nominations of new committee members will explicitly state that people from under-represented and less-privileged groups (e.g. women, people of non-white heritage, disabled people) are particularly encouraged to apply or be nominated.

The Chapter will ensure a broad range of members are nominated for awards and that all members are aware of opportunities to join committees of the parent society.

Events

The Chapter is committed to promoting equal opportunities and diversity across sub-committees, membership, grants and prizes, and access and participation in conferences and events.

The Chapter organises the main scientific and post-graduate meetings annually, as well as sponsoring additional activities including workshops, educational seminars, etc. Calls for people to fulfil roles and/or participate in these activities e.g., organisers, abstract reviewers, chairs etc, will explicitly state that people from under-represented and less-privileged groups are particularly encouraged to apply.

Aiming towards improved inclusion of members representing a richer diversity of personal identities, where scientific merit is judged equal, chairs and speakers from

under-represented and less-privileged groups will preferentially be chosen to participate.

Guidance will be given to session chairs on how to run sessions in a fair way including strategies to encourage lesser-heard voices to participate.

To facilitate participation of disabled people at the meetings, the Chapter will ensure the venue and all social events are accessible. Further, the Chapter will ensure personal assistants/carers receive a complimentary ticket to the conference and social events, and support animals are welcome.

To facilitate full participation at the meetings, the Chapter will select venues for conferences and events that provide private breastfeeding rooms and quiet spaces for rest and prayer.

We will aim to make the cost of attendance accessible to all with reductions for ECRs and an option to register to attend a live-streamed/virtual event wherever possible.

Networking and social events must be inclusive, e.g. accessibility, consideration of religious observations, timing of events, type of venue, etc. Information about dietary requirements and access requirements will be collected at registration.

Monitoring

To follow up on these and other initiatives, the Chapter will document and report statistics regarding equality, diversity, inclusion and accessibility for all events annually.