

International Society of Rapid Response Systems Equity, Diversity, and Inclusion Policy

1. Purpose

Equity, diversity, and inclusion (EDI) are important/core values of the iSRRS and are essential to improve decision-making, enhance creativity and innovation, and optimize the performance of our organization. The intent/purpose of this policy is to ensure that diversity is explicitly addressed in the governance and practices of the Society; and safe space is created through an environment that is free of bias. In addition, this policy aims to ensure that processes to address diversity are transparent, visible, and measurable.

2. Definitions

Equity: Equity refers to the attempt to identify and eliminate barriers to ensure fair treatment, access, opportunity, and advancement for all people (Jazaeri and Afifi 2021). Equity is superior to equality.

Diversity: Diversity refers to the presence of differences within a group or organization. These differences may include gender, ethnicity, age, language, religion, experience, profession, etc.

Inclusion: Inclusion denotes creating environments in which any individual or groups are welcomed, respected, and supported as valued participating members.

Gender: Gender refers to the socially constructed roles, expressions, behaviors, and identities of girls, women, boys, men, and gender diverse people. Gender may change over time, is variable within and between cultures and influences how people are perceived, interact with others and may impact the distribution of power and resources.

Ethnicity: Ethnicity denotes groups that share a common identify-based ancestry, language, or culture. It is often based on religion, beliefs, and customs as well as memories of migration or colonization (Cornell & Hartmaan, 2007).

3. Procedures

- A. Assessment of diversity—The Society will determine the diversity profile of the members and of the Advisory Committee on an annual/biannual basis. Relevant aspects will include gender, geography, and professional discipline, and ethnicity.
- B. Governance—Diversity in governance will ensure decision-making that reflects a broad range of perspectives. The governing officers and Advisory Council of the Society should reflect the diversity of the membership. The nomination committee/process should be balanced for gender, geography and professional discipline.
- C. Committees—Committee membership and leadership will be balanced for gender, geography and professional discipline.

D. iSRRS sponsored congresses and conferences

1. Planning committees for all congresses and conferences sponsored by the iSRRS shall be balanced for gender and professional discipline.
2. Invited speakers, panelists and moderators should reflect the diversity of our members.
3. Explicit goals may be adopted to achieve diversity of speakers, panelists and moderators.

E. Co-hosting of events with another organization or entity

1. The Society will work collaboratively with a co-host of an event to emphasize the importance of diversity and offer assistance to achieve appropriate diversity.
2. The Society may decline to participate in events that do not reflect adequate diversity in the program.

F. Appointments, presentations or participation on behalf of the Society

1. Invited participation in events or projects on behalf of it iSRRS will be carefully evaluated to ensure that they reflect the diversity values of our organization.
2. Individuals will be nominated for these opportunities to ensure balance across gender, geography, ethnicity and professional discipline.
3. The iSRRS may decline to participate in such events or projects if there is inadequate diversity.

G. Specific diversity metrics

1. At least 30% women will participate as committee members, committee chairs, speakers, panelists and moderators.
2. The primary Professional disciplines (nursing and physicians) will be equality represented on committees and in the AC.
3. The AC will have representation from at least 5 different geographic regions.
4. The AC will work to have diverse ethnic representation to be determined by the AC and membership.
5. Gender neutral terms (e.g., “Chair” instead of Chairman” or Convener) will be used in all documents, titles, and activities of the Society.
6. Policy awareness
 1. The diversity policy will be publicly posted on the iSRRS website.
 2. The diversity policy will be provided to new members of the Society.
 3. The diversity policy will be provided to organizations or entities who wish to co-host an event with the iSRRS.
 4. The guidance of the diversity policy will be acknowledged in electronic and written material referencing events sponsored or co-sponsored by the iSRRS.

4. Accountability and Reporting

- A. The iSRRS will record speaker, panelist, moderator and delegate diversity metrics of interest at sponsored and co-sponsored events.
- B. The iSRRS will report diversity data on governance, committees, sponsored and co-sponsored events and participation on behalf of the organization every year to ensure that goals are achieved. (See Appendix)
- C. Diversity data will be reviewed by the iSRRS Board of Directors and the AC. Recommendations made to improve compliance with goals.
- D. Diversity data should be shared publicly with the membership of the Society every year.

Appendix: Sample Reporting Metric

Metrics that will reported:

- Gender
- Ethnicity
- Professional Discipline
- Junior investigator status [within 5 years of first faculty (lecturer or higher) appointment]
- Trainee status (undergraduate/postgraduate/international)
- Patient/Family
- Geography

For our governance we will collate and report statistics to ensure that we are achieving our goals.

For the composition of our Governance (using gender as an example)

Group	Total	Men	Women	Other
Elected Officers				
Advisory Committee				
Membership				
Specific committee				
All committees				

For meetings/conferences sponsored by the iSRRS we will report metrics reflecting our speakers/panelists/moderators (using gender as an example):

(i) The number of individuals who are invited:

Conference/Meeting	Total	Men	Women	Other
Organizing Committee				
Plenary Speakers				
Key Note Speakers				
Invited Symposia				
Session Chairs/Facilitators				
Speakers				
Abstract Facilitators				

(ii) The number of individuals who accept an invitation

Conference/Meeting	Total	Men	Women	Other
Organizing Committee				
Plenary Speakers				
Key Note Speakers				
Invited Symposia				
Session Chairs/Facilitators				
Speakers				
Abstract Facilitators				

For meetings/events which the iSRRS cosponsors

(i) The number of individuals who are invited:

Conference/Meeting	Total	Men	Women	Other
Organizing Committee				
Plenary Speakers				
Key Note Speakers				
Invited Symposia				
Session Chairs/Facilitators				
Speakers				
Abstract Facilitators				

(ii) The number of individuals who accept an invitation

Conference/Meeting	Total	Men	Women	Other
Organizing Committee				
Plenary Speakers				
Key Note Speakers				
Invited Symposia				
Session Chairs/Facilitators				
Speakers				
Abstract Facilitators				