

IUCr Gender Equity and Diversity Committee Terms of Reference

Scope

The Gender Equity and Diversity Committee (GEDC) provides advice to the IUCr Executive Committee regarding equity in crystallography.

Objectives

- Provide advice to the IUCr Executive Committee on new policy initiatives (e.g. speaker policy, code of conduct, demographics) that will support gender equity development and setting of gender equity goals, strategies and targets linked to IUCr strategic, operational and planning process
- Evaluate progress towards achieving gender equity and diversity within our community and developing strategies and targets and evidencing best practice
- Provide feedback to the IUCr Executive Committee on possible equity implications of proposed IUCr policies and plans referred to the GEDC
- Ensure that IUCr-sponsored events are welcoming and accessible to all those who wish to attend. Ensure there is a clear code of conduct communicated to all that attend such events. Develop a protocol for addressing breaches and work with the IUCr to implement this appropriately
- Advocate for gender equity and diversity within the crystallography community and beyond
- Identify any impediments to progressing gender equity and diversity and work with the IUCr on strategies to overcome them
- Where appropriate, consult with and advise other IUCr committees and officers on gender equity and diversity matters
- Provide a forum for discussion of gender equity and diversity issues within the IUCr, and contribute to the communication and reinforcement of shared values around gender equity and diversity to support a culture of inclusiveness within the IUCr.

Membership

Membership will be no more than 10 and will include two IUCr Executive Committee members. Members should reflect the diversity of the crystallography community including age, gender and geography.

Committee members will demonstrate:

- Knowledge and understanding of the needs and issues relevant to gender equity and diversity
- The capacity to contribute to the strategic development of gender equity and diversity initiatives for the IUCr

Terms of Appointment

- Appointments will be three years initially with the possibility of a second term
- The Committee will conduct its business electronically, or where possible in person at crystallography meetings.