

## EASL equality, diversity and inclusion policy statement

EASL's goal is to pursue and facilitate excellence in liver research, clinical practice of liver disorders, and the provision of education to all those interested in hepatology. This requires recognising and supporting excellence regardless of gender, ethnicity, nationality, disability, religion, sexual orientation, socio-economic background or age. EASL is therefore dedicated to equal opportunities and has zero tolerance for discrimination or harassment.

In order to strengthen and maintain liver research, medicine and education at the forefront, the EASL governing board has devised this policy statement to harness the power of diversity, to fully recognise merit in an unbiased manner, and support EASL members at all stages of their career.

The EASL equality, diversity and inclusion policy encompasses both an internal policy, regulating governing board or consortia work, and an external policy governing conferences, workshops and events.

### **Governance**

The EASL Constitution mandates that governing board members are of different nationalities, to represent the breadth of European science. Furthermore, age eligibility for the governing board allows discounting of parental leave in line with European Commission standards (18 months per child for mothers and time taken for fathers).

We are formalising the requirement for gender diversity in the governing board, explicitly stating a minimum of two females and two males on the scientific committee (out of six members).

Similarly, we also aim for a minimum of three females and three males in senior EASL positions (Secretary, Vice Secretary, Treasurer, Chair of the Scientific Committee, Educational Councillor, European Policy Councillor, Editor-in-chief of Journal of Hepatology and Journal of Hepatology Reports).

Gender diversity and equality in senior positions at the EASL office should also apply.

### **Events**

EASL strives for equal opportunities and diversity across membership, grants, prizes, honorary titles, publications from EASL journals, and access and participation in conferences and events.

The International Liver Congress<sup>™</sup> is the yearly flagship conference of the organisation. Abstracts submitted for consideration are reviewed blinded, and reviewers are recruited based on national and gender diversity within each topic. EASL will further pursue equal opportunities and diversity for the ILC, and all other EASL-organised events, with the following concrete action points:

- To achieve gender parity in conference/event participation, a minimum of one third of speakers and chairs at ILC/EASL events should be female or male.
- Create and maintain a male and female-specific speaker registry. Individuals will sign up with their publication list (orcid) and expertise keywords.

In order to include under-represented members in conference participation, organisers should strive to include speakers and chairs from under-represented groups, keeping in mind ethnicity or national origin and/or age.

To facilitate participation of parents at the International Liver Congress<sup>™</sup>, EASL will:

- Implement lactation and breastfeeding rooms at the conference venue.
- Develop programmes to financially or practically support participation by young parents whether male or female, for example travel bursaries for childcare, or daycare on site.

To facilitate participation of members from all religions, EASL will ensure the presence of prayer rooms on location.

In order to follow up these and other initiatives, EASL will document and report statistics regarding diversity and equality for all events and will be compiled annually.

Whilst these guidelines have been drafted for EASL organised events, we would strongly suggest they should be adopted by satellite symposia, events requesting endorsement by EASL, meetings requesting speakers on behalf of EASL and also EASL consortia.

We commit to working towards these goals, following them up, and continuing to work towards parity, in order to achieve excellence in research, clinical practice, and education within the arena of hepatology.