**Irish Society for Immunology equality, diversity and inclusion policy**

At the Irish Society for Immunology (ISI) we are committed to ensuring that our society is inclusive and provides equality of opportunity to all of its staff, members, speakers, supporters and annual meeting attendees. ISI is committed to ensuring that diversity is valued and that no individual is discriminated against on the grounds of age, gender, sex, ethnicity or national origin, sexual orientation, disability, marital status, family circumstances, socioeconomic status, religion or political beliefs.

ISI’s commitments to EDI

* **Create an inclusive environment where diversity is celebrated and everyone is valued and respected**.

ISI is committed to celebrating diversity within our community. We aim to celebrate the diversity of cultural, social and intellectual contributions of our ISI membership. We propose to promote and utilise the talents and experiences of our diverse membership for the benefit of core mission to communicate and promote Immunology to wider society in Ireland. We will develop a code of conduct policy that will be posted to our website and communicated to all annual meeting chairs, speakers and attendees. We will continue to work on our ISI webpage to ensure diverse representation. We will run short biennial surveys to capture our membership’s thoughts on ISI culture.

* **Promote equality of opportunity to all ISI members, speakers and attendees**

ISI recognises that in order to achieve equality of opportunity, the society needs to carefully consider the needs or requirements for some groups or individuals. ISI is committed to continual analysis and assessment of the opportunities provided by ISI and the mechanisms by which they can be delivered to ensure equality of access. Where appropriate the ISI seeks to ensure openness and transparency in any submissions, nominations, applications made within the ISI framework. ISI will consider submissions, nominations and applications equally, based solely on merit and the ability or potential of the applicant irrespective of age, gender, sex, ethnicity or national origin, sexual orientation, disability, marital status, family circumstances, socioeconomic status, religion or political beliefs. We will continue to provide specific funds to support inclusivity and will work to enhance our communication approach. ISI may engage in positive action where appropriate to help encourage further engagement from underrepresented groups.

* **Embed inclusivity in all ISI initiatives**

ISI aims to review all aspects of the society including the constitution of the executive board membership, the scientific advisory group, the nominations process for the ISI annual award, chair and speaker selection for annual meetings and outreach activities. We will continue to monitor inclusivity in all aspects of our work across the society, sharing best practice and assessing progress over time. We will include surveys to the membership and seek feedback on all aspects associated with EDI. We will provide updates on our EDI data on the ISI webpage annually/biennially as appropriate.