



ACSC Policy on Gender Balance

Wellcome Genome Campus and Wellcome Trust Sanger Institute are committed to diversity and equality, and are recipients of an Athena Swan Bronze Award. We believe that science should be open and accessible to all, and are committed to sharing knowledge across borders, disciplines and communities. In keeping with this ethos, the Advanced Courses and Scientific Conferences programme (ACSC) actively promotes gender balance in all aspects of the programme, including invited speakers, session chairs, committees and teaching staff, in order to increase the visibility of women at all stages of scientific careers. The policies are outlined below.

Conferences:

1. All new and renewed committees must comprise equal numbers of men and women. Committees to usually comprise of four members.
2. All session chairs and invited speakers to comprise equal numbers of men and women.

Courses:

1. Gender balance of course instructors is strongly encouraged. No mandatory minimum number of female instructors is set, due to the large time commitment involved, but there should be no single-sex instructor panels.
2. Invited speakers to comprise equal numbers of men and women for courses based on the Wellcome Genome Campus. Female representation is strongly encouraged when instructors or speakers are invited to Overseas Courses, but disparities in academic gender balance in some countries may on occasion limit feasibility.
3. Gender targets are not set for participants on individual courses, but across the whole programme, the number of selected participants should comprise approximately equal numbers of men and women.

Monitoring

1. Each event is monitored by the ACSC lead.
2. An annual summary of the gender numbers to be reviewed by the ACSC Steering Group.
3. All applications for new events to be reviewed by the ACSC Steering Group will include assessment of compliance with this Gender Balance policy.
4. Exceptions: where a field has a very low number of either gender, this is to be flagged up to the ACSC lead during development of the event proposal and then reviewed by the ACSC Steering Group to determine if lower numbers are acceptable.

Timeframe:

1. To be implemented for events October 2017 onwards.
2. Allowing current committees to rotate off after two years, the policy is likely to be fully effective by October 2018