



Equality, Diversity and Inclusion Policy

The IAFS and ANZFSS recognises and values the wealth of talent, creativity and discoveries achieved by all members in the field of forensic science. IAFS and ANZFSS will strive to achieve equality, diversity and inclusivity in all aspects of the Meeting. The Organising Committee acknowledges that the following members of the forensic science community are underrepresented in the field:

- Women
- Individuals at a junior-level
- Individuals with a physical and or mental impairment
- Indigenous people
- Individuals from emerging nations

IAFS 2023 seeks to be a Meeting that is committed to equality in gender, age, abilities, ethnicity, and socioeconomic state. We will seek to achieve this through the following strategies:

Before the Meeting

- Appointing an Equality Champion on the Organising Committee and Advisory Committee
- Actively seeking gender and ethnic balance among plenary and discipline keynote speakers, session chairs and recipients of emerging nation grants and discipline convenors based on merit
- Encouraging workshop organisers to consider gender balance in their determination of workshop presenters
- Implementing guidelines for the abstract review process to ensure the inclusion of diverse presenters from the contributing papers based on merit
- Providing grant opportunities to participate in the Meeting to our indigenous community members and those from emerging nations, so that all individuals can experience all the benefits of the Meeting.

During the Meeting

- Providing a platform for emerging leaders of forensic science by increasing student engagement and support for junior-level attendees through program inclusions such as a youth forum/workshops, and an opportunity for students of all backgrounds to meet with leaders in the field
- Ensuring easily accessible and inclusive information on program and social events to all members of our community so that all delegates are aware of every aspect of the Meeting that they may participate in so that they can experience the full benefit of the Meeting
- Considering the effects of the Meeting schedule on parents with young families, new mothers and carers, and provide a family friendly area for the duration of the main Meeting sessions
- Providing a briefing and or briefing notes to discipline convenors, chairpersons, panel members, workshop leaders and award committees to ensure that related discussions are inclusive of gender, age, abilities, ethnicity, and socioeconomic state
- Guaranteeing accessibility and the rights of persons with disabilities at the International Convention Centre Sydney with features such as step-free access, ramps, wheelchair seating, lift access, hearing loops as well as guide dogs and other registered assistance dogs are welcome in all areas.
- Ensuring merit-based criteria are used for all Meeting awards.

After the Meeting

- To promote IAFS 2023 as the model for future IAFS Meetings and ANZFSS Symposia so that equality, diversity and inclusion are achieved in all events. This goal will be achieved by:
 - Working with bid applicants for future Meetings to ensure that they adopt and enact an effective diversity policy at the outset of their organisation
 - Reviewing IAFS 2023 to gauge how we have performed in gender, age, abilities, ethnicity, and socioeconomic state equality and to use this information to guide development of future conferences.