



Framework for Equity, Diversity and Inclusion (EDI)

Commitment

The International DOHaD Society supports and promotes Equity, Diversity, and Inclusion (EDI) throughout our entire organization and membership and in our activities within academia, education, research, and our professional and public activities.

We embrace unique differences, diverse backgrounds and experiences of all our staff, volunteers and Members. We foster a culture of inclusion and accessibility for all. Our commitment in supporting EDI considers global demographics and systemic barriers that many groups face resulting from historical and codified policies of exclusion.

It is our expectation that our staff, volunteers, Members and partners share our values and take part in our vision and mission, where a commitment to EDI is not only our Society's responsibility, but also an individual one.

Vision

As an International Society we value equity, diversity, and inclusion and strive to ensure we are reflective of the global diversity of those we serve and represent. At the core of our vision we value equity as a condition, action or state of fair, inclusive, and respectful treatment and engagement of all people. We are committed to the fair and just treatment of all Society Members through the creation of opportunities and removal of disparities in opportunities and outcomes for diverse communities around the world. We understand that these disparities are rooted in historical and contemporary injustices and disadvantages and strive to acknowledge these injustices in our activities. We value diversity as the presence of a wide range of human qualities and attributes within a group, organization, or population. The dimensions of diversity include, but are not limited to, ancestry, culture, ethnicity, gender, gender identity, language, physical and intellectual ability, race, religion, sex, sexual orientation, and socio-economic status. We strive to reflect the global diversity of our staff, volunteers and Members in all of The Society's activities. We value inclusion as a circumstance in which individuals or communities (both physical and demographic) are fully involved in The Society and its activities, including the strategic, and decision-making dimensions of our Society. We strive to create an environment where everyone feels welcome, respected, and valued.

These are our underlying principles:

1. Fairness – engage in fair and just treatment of all Members in all Society activities
2. Transparency – provide clear and concise descriptions of Society processes, engagements and activities ensuring that any actual or perceived conflict of interest is identified
3. Confidentiality – ensure safe and confidential processes of communication and safeguard personal information of all Society Members in accordance with General Data Protection Regulation EU legislation.



4. Equity - recruit and develop people from diverse communities and protected characteristics including those that have been historically underrepresented in education, research and public policy,
5. Inclusion – promote a welcoming barrier free environment in all Society activities; all people, regardless of their abilities, disabilities, or health care needs, have the right to be respected and appreciated as valuable members of The Society.

Our Objectives

We are a scientific Society that engages in professional activities within educational, academic, research, public and political spheres. In doing so we aim to:

1. Maintain and promote our Members and partners to engage in activities designed to remove barriers and increase the participation and advancement of groups historically under-represented in all our spheres of work
2. Participate in the preparation, outreach and mentoring of, and the recruitment and retention of groups historically under-represented in in all our spheres of work
3. Serve as an exemplar to other International programs in all our spheres of work
4. Ensure EDI practice in our Societies activities including presentations, seminars, workshops and conferences that both address the concerns of under-represented groups, and that honours, awards and other forms of special recognition are awarded through an EDI lens
5. Provide positive space training

Strategic actions

The Society's EDI framework is supported and implemented through the activities and objectives of an EDI subcommittee composed of five or more Members of the Society (see EDI committee ToR). The EDI subcommittee shall work with the Chairs of the other subcommittees to ensure that all Society activities conform to our EDI vision.

This subcommittee engages in:

- i. Communication of EDI strategies and policies to the Membership, staff and volunteers, and provide a mechanism for communication between subcommittee members and Society Members who self-identify as under-represented
- ii. Advance Society initiatives to meet the Society's EDI objectives, increase Society membership of under-represented groups, through access to resources available to under-represented members of the Society
- iii. Monitor activities and track the Societies EDI performance and provide a resource and avenue where issues of concern regarding EDI can be raised for discussion on Council
- iv. Report on the Societies progress in framework implementation
- v. Promote the Society's EDI objectives to all Society Members, staff and volunteers and promote adherence to the Society's Code of Conduct (see policy).
- vi. First point of contact for any Member that files a complaint about another individual that is not abiding by the Society's EDI objectives and Code of Conduct.