

Diversity and Inclusion Guidance for CMS Session Organizers

As a Society, we would like to ensure that our conferences and scientific sessions are in alignment with our core values of fostering equity, diversity and inclusivity.

In organizing the session, please consider how the session, its organizers and/or the invited speakers reflect diversity across various categories. These categories may include:

- career stages,
- educational/racial/ethnic/linguistic backgrounds,
- belonging to equity-seeking and historically underrepresented groups (including women, minorities, francophones, members of the LGBTQ2S+ community, persons with disabilities, etc),
- organizational affiliations,
- types of home institutions (small teaching schools vs large research focused),
- geographic locations.

There are other possible markers of diversity which organizers may identify. While it might not be possible to have diversity along all axes in a single session, diversity and inclusion are best achieved when all are taken into account as much as possible.

Organizers should also consider how they can actively foster and promote inclusion during their session or any related activities. This may include introductory talks, a plan for social activities or an open problems session.

The CMS hosts an Open Call for Abstracts for all sessions and asks organizers to consider including these submissions into their session.