

## APPENDIX II

### FAOBMB GUIDELINES FOR GENDER EQUITY

#### 1. Membership of conference/ workshop organising committees

At least 40% of the members should be female and at least 40% should be male.

#### 2. Conference theme coordinators and symposium chairs

At least 40% of the theme coordinators and symposium chairs should be female and at least 40% should be male. In addition, opportunities should be provided for early/mid career researchers to be symposium chairs.

#### 3. Invited plenary speakers

Conference organising program committee should develop an initial list of possible invited plenary speakers of whom at least 40% are female and 40% male. When speakers decline, they should be replaced with a speaker of the same gender if at all possible. The final percentage of speakers of each gender should be at least 30%.

#### 4. Young Scientist Awards, Fellowships and events including Young Scientist Programs

4.1 FAOBMB supports emerging investigators through events for early career researchers (Young Scientists). Young Scientists are invited to attend special events associated with FAOBMB-sponsored meetings by the provision of Fellowships. Organisers should attempt to achieve gender balance in all aspects of these events, including the composition of the organising committee, the selection of presenters and the attendees themselves.

4.2 The terms of the Young Scientist Award stipulate that there is one award for females and one for males, on each occasion this award is made. FAOBMB encourages applications from suitably qualified female and male young scientists for the Young Scientist Award, as well as for Travel Fellowships and other fellowships awarded by FAOBMB.

#### 5. Nominations for FAOBMB Awards

The FAOBMB offers three senior Awards, in Research Excellence, in Education and in Entrepreneurship. The FAOBMB encourages and works towards the nomination of suitable highly qualified female and male candidates for the FAOBMB Awards.

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**Ratified by FAOBMB Council**

**26 November 2015**