

EAS policy regarding diversity and non discrimination

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The European Astronomical Society (EAS) recognizes that diversity among astronomers brings diversity of ideas, methods and sensitivity, which is beneficial to astronomy. In addition, it is critical for the future of astronomy, and science in general, that young people can see evidence that scientists can succeed regardless of, e.g., gender, nationality, ethnic origin, or social origin.

Therefore, EAS encourages the reflection of the diversity observed in astronomy in its committees and actions. In particular, diversity should be sought regarding gender, geographic and ethnic groups, and no discrimination should apply on any grounds, e.g. on age, origin, gender, religion, or any other personal choices.

While the EAS does not wish to enforce strict rules, it encourages balance to be sought:

- within the members of the EAS council. The search committee is strongly encouraged to take this point into account during each council renewal. As a corollary, it is also desirable to seek a varied representation in the search committee itself.
- for the organisation of the yearly EWASS conference. This applies to the organisers during the EAS selection process of symposia, special sessions, and special meetings. As a consequence, proposers are encouraged to reach a fair representation of the astronomical community in their organising committees.
- for the speakers and poster presenters at the yearly EWASS conference. Therefore, the organisers of symposia, special sessions, and special meetings should attempt to mimic the diversity in our field when inviting speakers, selecting talks and posters. The goal should be to achieve a balance that roughly reflects that of the audience, also including the level of seniority and geographical considerations in the speaker policy. Organisers should actively seek contributions from under-represented parts of the astronomical community, if needed.
- for the distribution of travel grants to attend EWASS conferences.
- in the choice of EAS prizes nominees and award winners. EAS members are encouraged to propose nominees from minority groups in our community, so as to counter-balance biases. To foster awards to people from minorities, the EAS council members will actively propose candidates from under-represented parts of the astronomical community to balance the nominations by EAS members, if needed.