Policy 5001: Equity, Diversity, and Inclusion at Events

Background

The Marine Technology Society (MTS) strives to be a place where every person feels they truly belong, is safe to be their authentic selves, and where all are treated with dignity and respect. To achieve our vision to be the leading authority and advocate for marine technology and resources while promoting member success and public understanding, MTS recognizes the imperative need to create an environment that embraces differences, fosters inclusion, and openness. This includes individuals of all ages, genders, races, abilities, sexes, nationalities, ethnicities, sexual orientations, socioeconomic statuses, and all other aspects of diversity.

Wherever MTS operates, we will work to create an inclusive environment free of discrimination, harassment, and reprisal where all can collaborate with unity, integrity, and fairness.

Definition

MTS defines equity, diversity, and inclusion as encompassing full representation and collaboration among individuals with diverse identities, knowledge, experiences, and perspectives; ensuring fair distribution of resources for equitable access to services and benefits; and fostering an inclusive environment that respects and celebrates the inherent value and dignity of every individual.

Objectives

MTS seeks to develop an organizational culture that allows us to:

- Enhance MTS' engagement with new audiences and stakeholders, worldwide
- Continue to improve diversity across the organization

Where MTS is not the organizer of an event, we will ensure that we understand and are comfortable with the diversity, equity, and inclusion policies in place by the event organizers.

MTS event organizers should address several key objectives, including, but not limited to the following:

Code of Conduct

Event organizers are expected to:

- Commit to upholding MTS policy on Accountability, Conflicts, and Ethics (Policy 4111)
- Create and present their own code of conduct for an individual event or use MTS Code of Conduct
    - Such codes of conduct should be readily available to participants before and during the event
    - Such codes of conduct should include explicit explanations of expected behavior, unacceptable behavior, methods of reporting misconduct, and consequences of misconduct
- Include the Code of Conduct statement on MTS event webpages and require acknowledgment of MTS Code of Conduct on registration forms
- Cultivate an environment of openness, inclusivity, anti-racism, and anti-harassment at every event

Speaker/Presenter Selection

Events with speakers, panels, or presentations should strive to have a diverse line-up of presenters across, at a minimum, race/ethnicity, and gender.

Event Accessibility and Inclusion

- Events are required to meet local accessibility guidelines, including accessible building entry and seating, clear signage, etc.

- Ensure that events are promoted broadly to enhance inclusion
- Take into consideration dietary restrictions, interpretation services or captioning, accessible seating, etc.
- Avoid scheduling an event on a major religious holiday or festival

Metrics

Both short and long-term metrics will help ensure that the comprehensive process of the events from planning to execution is accessible and inclusive.

- Events are encouraged to keep track of demographic information of organizers, attendees and speakers, when appropriate
    - Gender, racial and ethnic identities, disability status etc. should be gathered at the time of registration using a brief optional demographic questionnaire
    - Every demographic question should include a “prefer not to disclose” option
- Ensure that datasets collected on demographics remove any details that would identify individuals to limit the risk of exposure of confidential or sensitive information
- Provide feedback forms to event attendees to review diversity and inclusion of the event