ASV Diversity, Equity & Inclusion Strategic Plan

1. RAISE AWARENESS

1.1 Action: Raising Awareness at the Annual ASV Conference

Objective: Promote diversity and increase equity and inclusion at the annual society meeting, and other events and activities

- **Speakers and moderators** at the ASV annual meeting should reflect the diversity in the society and larger scientific community.
- **Facilitate opportunities, events, and allyships** at the ASV annual meeting that promote diversity and inclusivity, focusing on how diversity helps build innovation and discovery.
- **Engage with membership** at ASV annual meeting to continuously assess and improve DEI programs, initiatives and events through climate and other surveys.

1.2 Action: Raising Awareness in the Virology Community

Objective: Increase diversity and create and support a culture of equity and inclusion in the ASV community year-round

- **Highlight DEI goals and initiatives** on the website and through online communications and other platforms, which will be updated regularly with news, events, and through member participation.
- **Support the learning and development** of the ASV membership on issues related to diversity, equity, and inclusion through frequent events and educational opportunities.
- **Raise awareness** of the needs of people with disabilities, with the goal of making ASV’s physical and virtual spaces accessible to all people.

2. APPOINTMENTS AND NOMINATIONS

Action: Diversify Leadership and Participation in the Virology Community

Objective: Promote diversity and advance equity and inclusion of leadership and participation in the virology community

- Ensure that **ASV volunteer leadership reflects the diverse society** by enhancing accessibility and promoting inclusionary practices.
- Encourage members to nominate diverse candidates for ASV awards.
- Enhance **transparency in ASV governance** processes.
- Act as a resource to promote **diversification of membership/participation** in the following:
  - **Editorial positions** in high impact scientific journals through nomination processes.
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- Federal Agency review panels/study sections (NIH, NSF, etc.) by promoting the research and leadership activities of ASV members.
- International Committee on Taxonomy of Viruses (ICTV)
- Keynote and symposia speakers, session chairs, moderators and leadership at virology-related symposia and workshops.

3. ENHANCE ACCESSIBILITY AND INCLUSION

Action: Improve Accessibility at the Annual ASV Annual Meeting

Objective: To enhance the participation at the ASV annual meeting by removing/reducing physical and financial accessibility barriers.

1. Identify the gaps and barriers to accessibility regarding the Annual Meeting and the field of virology, in general.
2. Enhance visibility of accessibility accommodations at the annual conference.
3. Assist ASV leadership to provide increased financial accessibility to minoritized individuals to attend the ASV annual meeting.

4. ENHANCE DEI COMMUNICATION PLATFORMS, CONSTRUCTIVE CONVERSATIONS & FEEDBACK

Action: Synergize and Amplify DEI Efforts Within ASV

Objective: Synchronize DEI efforts within ASV and sister organizations.

- Organize activities on DEI topics at the annual conference.
- Raise awareness of:
  - Strategic initiatives and opportunities to participate.
  - DEI Topics.
  - Commemorative events and observances (e.g., Black History Month, Hispanic Heritage Month, International Day of Persons with Disabilities, etc.)
  - Faces of Virology, a spotlight on the website to celebrate virologists from marginalized communities.
  - Report diversity in membership and at the conference to the entire community.
  - Cross-promote DEI efforts done by others (e.g., BlackinMicro, DiversifyMicro, etc.)
- Synergize DEI efforts across committees within ASV.

5. DIVERSIFY THE VIROLOGY WORKFORCE

Action: Enhance the Diversity of Virologists in the Workforce
Objective: Grow a well-trained and diverse virology workforce.

- **Educate institutions** on diversifying recruitment practices (platforms for advertising, inclusive interview approaches and evaluations).
  - Develop a Strategy Document to assist institutions in hiring more diverse individuals, by highlighting programs at specific institutions (e.g., **PACE program**, **FIRST Program**, ADVANCE programs (**NSF, U of Michigan**, **STRIDE Program**) and ASV resources that promote and amplify historically-excluded scientists.
- **Facilitate** the transition of promising postdocs from historically-excluded groups in the academic biomedical research workforce into independent, tenure-track or equivalent research-intensive faculty and industry positions.
  - Facilitate mentorship relationships: See **Develop Mentoring Program** plan below.
  - Develop inclusive educational hub for funding and career resources for all trainees at all career stages emphasizing materials for historically-marginalized scientists.
- **Engage** with virologists in academia, industry, and government to identify, encourage, and cross-promote complementary DEI efforts.

6. MENTORING AND TRAINING

Action: Establish a Mentoring Program for ASV Members

Objective: Create a program for mentoring and the development of professional skills.

- Establish a **“Mentor-mentee matching program”** and/or **mentoring circles** and develop plans for year-round mentoring.
  - Develop individual forms for mentors and mentees.
  - Establish guidelines for mentoring.
  - Develop a 360° assessment of the mentoring program.
- Workshop on **“Professional development skill building”**.
  - Define DEI core competencies.
  - Establish a Professional Skill Building workshop to train future generations on DEI topics.

7. ASSESSMENT

Action: Continually Assess the DEI Climate and Landscape

Objective: Develop the methods and infrastructure to accomplish the goals and activities of the ASV DEI Committee.
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- **Assess the diversity landscape within ASV.**
  - Establish methods to gather information on the diversity of the membership, abstract submissions, and attendees through annual registration/abstract submission forms.
  - Assess the equitable conferring of awards at the annual ASV conference.
- **Develop methods to assess barriers.**
  - Develop a member perception survey regarding ASV DEI efforts.
- **Develop methods for providing feedback** to each DEI program in ASV
  - Establish internal resources to determine the degree of success of each DEI program.
  - Collaborate with other ASV committees to assess and reconfigure DEI efforts.
- **Develop strategies to address gaps and barriers that have yet to be addressed.**
  - Initiate conversations and feedback opportunities at annual ASV DEI events.
  - Developing training modules on the ASV DEI website that helps labs/units/departments ask the right questions.