

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

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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.