



## **WFICC Diversity Policy**

### **1. Purpose**

As a global organization, the World Federation of Intensive and Critical Care (WFICC) is firmly committed to embracing the diversity of our member societies and the communities they serve. The WFICC further affirms the need for inclusion and equity in our organization, our profession, and the care provided to critically ill patients. In pursuit of the WFICC mission, we are dedicated to encouraging a supportive and integrated culture in global intensive and critical care. We recognize that it is within our best interests to promote diversity and to eliminate discrimination in our activities and those of our society members to optimize creativity, innovation, decision-making, and effectiveness of the WFICC in fulfilling its mission. Our common humanity matters more than our interesting differences and we want our organisation and our member societies to make an expression of those differences possible.

Although diversity includes multiple characteristics (including, but not limited to, gender, race/ethnicity, age, language and culture, country of origin, etc.), the WFICC will focus on gender, professional discipline, years of experience, and geographical location with the goal of reflecting the diversity of our member societies and the global intensive and critical care community in all of our activities.

The intent of this policy is to explicitly address diversity in the practices of the WFICC and further ensure that processes to address diversity are transparent, visible, and measurable.

### **2. Processes**

#### **2.1 Assessment of diversity**

The WFICC will collect information on the diversity profile of member societies on a biennial basis and at the time of membership application of a new society. Relevant aspects will include but not be limited to gender, professional discipline, and trainees;

#### **2.2 Committees**

Council committee membership and leadership will be balanced as much as possible for gender, professional discipline, and experience (i.e. junior and senior faculty, trainees). Ad hoc committees formed for specific activities will be balanced for gender, professional discipline, and experience;

## 2.3 WFICC hosted and co-hosted congresses and conferences

- 2.3.1 Planning committees for all congresses and conferences hosted or co-hosted by WFICC shall be balanced for gender, professional discipline (where applicable), and experience;
- 2.3.2 Invited speakers, panelists, and moderators should reflect the diversity of member societies;
- 2.3.3 Explicit goals may be adopted to achieve diversity of speakers, panelists and moderators;
- 2.3.4 WFICC may decline to participate in co-hosted events that do not reflect adequate diversity in the program.

## 2.4 Appointments, presentations, or participation on behalf of the WFICC

- 2.4.1 Invited participation in events or projects on behalf of the WFICC will be carefully evaluated to ensure that they reflect the diversity values of our organization;
- 2.4.2 Individuals will be nominated for these opportunities to ensure balance across gender, experience, and geographical representation;
- 2.4.3 The WFICC may decline to participate in such events or projects if there is inadequate diversity.

## 2.5 Conferences and events requesting endorsement or support by the WFICC—

- 2.5.1 Conferences and events that request support or endorsement by the WFICC will be evaluated as much as possible for diversity of speakers, panelists, and moderators;
- 2.5.2 Additional information regarding diversity in the program may be requested by the WFICC prior to consideration of support or endorsement;
- 2.5.3 The WFICC may decline to endorse or support such events or projects if there is inadequate diversity.

## 2.6 Gender-neutral terms (e.g. 'Chair' instead of 'Chairman') will be used in all WFICC communications, documents, and activities.

## 2.7 Policy awareness

- 2.7.1 The diversity policy will be publicly posted on the WFICC website;
- 2.7.2 The diversity policy will be provided to new member societies;
- 2.7.3 The diversity policy will be provided to organizations or entities who wish to co-host an event with the WFICC.

### 3. Accountability and Reporting

- 3.1 The WFICC will record speaker, panelist, moderator and delegate diversity metrics of interest at hosted and co-hosted events;
- 3.2 The WFICC will report diversity data on hosted and co-hosted events and activities every 2 years to ensure that goals are achieved, (See Appendix);
- 3.3 The WFICC Policy Committee will be responsible for reporting available diversity data to the WFICC Council every year for review and to recommend actions needed to improve compliance with goals.

Examples of possible monitoring tool for gender diversity at congresses or conferences. Similar tools can be used for geographical location, professional discipline, etc.

Numbers of Individuals who were invited to participate

Conference	Total Invited	Men Invited	Women Invited	Other/Prefer Not to Say
Organizing Committee				
Plenary Speaker				
Invited Symposia				
Session Chair/Moderator				
Speakers				
Abstract Faculty				

Number of Individuals who accept invitation to participate

Conference	Total	Men	Women	Other/Prefer Not to Say
Organizing Committee				
Plenary Speaker				
Invited Symposia				
Session Chair/Moderator				
Speakers				
Abstract Faculty				

This policy was formally approved and adopted by Council on April 20<sup>th</sup> 2020.