

**Applied
Microbiology
International**

**DIVERSITY &
INCLUSION
STRATEGY**

SHAPE THE FUTURE OF MICROBIOLOGY



PROMOTING INCLUSIVITY

APPLIEDMICROBIOLOGY.ORG

Introduction

Applied Microbiology International (AMI) is deeply committed to creating a culture that embraces diversity & inclusion. We recognise that a diverse workforce, membership, and partnerships foster creativity, innovation, and better decision-making, all of which drive the advancement of microbiology globally. Our goal is to build an inclusive environment where every individual, regardless of background, feels valued, respected, and empowered to contribute fully to our shared mission.

AMI strives to actively encourage diversity within its membership and provide a safe and inclusive community for all. This strategy has been developed to ensure that this vision becomes, and remains, a reality for AMI. The creation of this strategy involved input from all AMI staff, who will monitor progress toward our vision within their respective areas.

We commit to re-evaluating this strategy annually to ensure it remains relevant and effective. Our community will be given the opportunity to provide feedback as we work through the strategy, ensuring continuous improvement.

Mission Statement

To promote diversity & inclusion at every level of our organisation, with the aim of ensuring that all members and stakeholders feel respected, heard, and valued in their contributions to the science of applied microbiology.

Aims

01 **Develop a More Inclusive Community for All AMI Staff and Members:**

Foster an environment that is welcoming, supportive, and empowering, ensuring that both AMI staff and members feel included and respected in all activities and communications.

02 **Achieve Diversity Across Our Governance and Leadership Structures:**

Ensure that AMI's leadership and governance structures reflect diverse perspectives and backgrounds, ensuring that decisions are made in an inclusive way that considers a broad range of experiences and viewpoints.

03 **Engage with Our Members in Ways That Are Both Inclusive and Accessible:**

Strengthen member engagement by ensuring that communication, events, and opportunities are accessible and inclusive, providing equal access to all members regardless of their background or personal circumstances.

04 **Promote Inclusion at Every Level:**

Foster an inclusive culture within AMI where all voices are valued, and members are supported in their personal and professional development.

Aims

05

Ensure Equal Opportunities:

Provide equal access to opportunities for growth, leadership, and collaboration, regardless of race, gender, age, sexual orientation, disability, or any other characteristic.

06

Encourage a Diverse Workforce and Membership:

Cultivate a diverse workforce and a member base that represents a wide range of experiences, backgrounds, and perspectives.

07

Support Underrepresented Communities in Microbiology:

Actively seek ways to support and mentor individuals from historically underrepresented and marginalised groups in microbiology.

08

Drive Awareness and Education on Diversity & Inclusion Issues:

Provide resources and education for our staff, members, and community on the importance of diversity, equity, and inclusion in both science and the workplace.

Core Pillars of Our Strategy

Leadership Commitment

- **Inclusive Leadership:** Ensure leadership at AMI demonstrates a deep commitment to Diversity & Inclusion (D&I), setting a tone for the organisation and the scientific community.
- **Accountability:** Create a system of accountability where leaders are expected to deliver on D&I objectives. This includes establishing measurable goals and regular reporting on progress.
- **D&I Committee:** Establish a Diversity & Inclusion Committee consisting of members from various departments to ensure the strategy is fully integrated into every aspect of AMI's operations.

Workplace Diversity & Inclusion

- **Inclusive Hiring Practices:** Implement recruitment strategies that focus on diversifying our talent pool. This includes partnering with educational institutions, organisations, and communities to reach diverse groups of candidates.
- **Training and Development:** Provide ongoing D&I training for all staff and members, ensuring they understand unconscious bias, inclusive practices, and how to foster an inclusive environment.
- **Flexible Work Environment:** Promote flexibility in work schedules, remote working options, and accommodations to support individuals with various needs, ensuring equal access to opportunities regardless of personal circumstances.

Support for Underrepresented Groups

- **Grants:** Establish funding opportunities aimed at increasing representation of underrepresented groups in microbiology.
- **Partnerships with Minority-Serving Institutions:** Collaborate with organisations that serve underrepresented communities to create pathways into microbiology careers.
- **Mentorship Programmes:** Implement mentorship programmes that connect early-career microbiologists from diverse backgrounds with experienced leaders in the field to promote career advancement and skill development.

Inclusive Events and Programming

- **Diversity in Conference Speakers:** Ensure diversity is a priority when selecting speakers, panellists, and session leaders for AMI events, conferences, and webinars.
- **Inclusive Scientific Discussions:** Foster discussions on how D&I impacts scientific discovery, research priorities, and the application of microbiology to global challenges.
- **Recognition and Celebration:** Recognise and celebrate diversity through awards and initiatives that honour individuals who have made significant contributions to promoting inclusion within the microbiological community.

Community Engagement

- **Global Outreach:** Extend AMI's D&I commitment beyond its immediate organisation by engaging with international partners, especially those from developing nations and underrepresented communities.
- **Collaborative Initiatives:** Support collaborative projects that promote equitable access to microbiological research, resources, and technologies in underserved regions of the world.
- **Public Awareness Campaigns:** Develop campaigns to raise awareness of the importance of D&I in microbiology and science at large, emphasising how diverse perspectives enhance scientific inquiry and discovery through platforms such as *The Microbiologist* magazine and social media.

AMI Team Goals

Publishing and *The Microbiologist*

Publishing

- Develop and implement a programme of training and awareness for Editorial Boards focused on Diversity & Inclusion (D&I).
- Initiate D&I monitoring for all Editors to better understand and track representation across protected characteristics.
- Prioritise Editor recruitment in underrepresented regions, particularly India, China, Japan, and South Korea.

The Microbiologist

- Develop an online version of *The Microbiologist* that is easily translatable into multiple languages, ensuring accessibility without incurring excessive costs.
- Explore the integration of monitoring questions during the registration process for *The Microbiologist*, to support data collection and reporting on engagement across diverse demographics.
- Introduce Q&A-style staff spotlights to help readers connect with AMI staff, understand their roles, and learn about the support and services available to members.
- Implement a dedicated “Regions” tab to allow readers to navigate easily to region-specific content, enhancing relevance and global engagement.

02 Policy, Community and Scientific Advancement

Policy

- Proactively engage with global communities to ensure our policy portfolio is inclusive and regionally representative.
- Leverage social media, webinars, and online forums to increase accessibility and wider participation in our policy work.

Community

Diversity & Inclusion

- Partner with global organisations that share our D&I values to enhance collective impact and visibility.
- Track staff and member participation rates in D&I training, mentorship programmes, and events to ensure broad engagement across all demographic groups.

Membership

- Develop an international mentorship programme across the AMI membership to diversify the talent pipeline and promote leadership development.
- Introduce more inclusive options for capturing diversity data, aligned with Publishing's D&I framework (e.g. distinguishing between Race and Ethnicity).
- Implement dynamic membership pricing based on geographic location, including free or reduced-fee options for members in low- and middle-income countries (LMICs), based on World Bank data.
- Increase member-generated content to reflect and promote the diversity of AMI's global membership, encouraging broader participation.
- Track and analyse the diversity of our membership to identify areas of improvement and set targets for greater representation.
- Undertake regular surveys to gather feedback from members about their experiences and perceptions of AMI's inclusivity.

Grants

- Enhance the grant application process to improve accessibility:
 - Allow video or oral submissions.
 - Provide applications in multiple languages.
 - Accept alternative impact evidence (e.g. testimonials or community feedback).
- Host grant workshops to support applicants.
- Diversify grant review panels and deliver training on bias and equity.
- Conduct anonymous, inclusive annual feedback surveys for grantees.
- Strengthen monitoring processes to track the percentage of funding awarded to underrepresented groups.

Scientific Advancement

Advisory Groups

- Build diverse Advisory Groups by actively recruiting members from underrepresented communities.
- Ensure inclusive decision-making through structured feedback mechanisms that enable meaningful participation.
- Promote global collaboration through cross-cultural exchange initiatives among Advisory Group members.

Global Ambassadors

- Expand recruitment to include Ambassadors from underrepresented regions.
- Establish transparent and equitable selection processes to minimise bias and foster inclusive participation.
- Provide multilingual resources, training, and content to improve global accessibility.

03 Finance and Governance

Finance

- Develop a procurement policy that actively promotes a diverse and inclusive supplier base.
- Identify opportunities to engage with alternative suppliers, including women-owned businesses, minority-led enterprises, and social enterprises, positioning them as viable alternatives to larger corporate providers.
- Recognise and address the cash flow challenges faced by smaller organisations by prioritising prompt payment practices, supporting their financial sustainability and long-term growth.

Governance

- Explore ways to create opportunities for AMI members to develop skills and experience that will support them to serve as trustees.
- Regularly review and improve trustee appointment processes to ensure they reflect best practice and promote inclusivity.
- Collect and publish trustee board D&I data to promote transparency and ensure alignment with AMI's diverse membership.

04 Marketing and Events

Marketing

- Ensure that appropriate mechanisms are in place to capture member and non-member feedback on the real-life relevance of AMI's D&I strategy.
- Conduct regular audits across all communication platforms to ensure alignment with the D&I strategy.
- Benchmark AMI's D&I communications against other professional bodies to identify best practices and areas for improvement.
- Deploy the Userway accessibility widget across all AMI websites.
- Share and celebrate inclusive voices and diverse perspectives through interviews, case studies, and storytelling across AMI platforms.

Events

- Develop and maintain an inclusive and accessible events programme, both online and in person, e.g., considering major holidays and cultural observances.
- Conduct accessibility audits to ensure events are inclusive to all participants.
- Ensure diversity among conference and webinar speakers.
- Incorporate D&I guidance for all presenters, e.g., virtual backgrounds and presentation templates, inclusive language and strategies for engaging both in-person and online audiences.

05 Chief Executive's Office

- Assess the inclusivity and accessibility of face-to-face and online team meetings.
- Support the Chief Executive in her role as AMI's D&I lead by proactively identifying relevant events and learning opportunities.
- Conduct salary benchmarking across the sector to ensure fair and competitive compensation, including a review of gender pay gaps to promote equity and transparency.
- Assess the effectiveness of partnerships with minority-serving institutions, organisations, and other stakeholders in increasing representation within microbiology.

06 Human Resources

Recruitment

- Advertise job opportunities across a range of inclusive platforms—including Ability Jobs, EvenBreak, and BME Jobs—to broaden reach and attract candidates from underrepresented groups.
- Track and analyse the diversity of our workforce by implementing robust D&I monitoring through Equal Opportunities Monitoring Forms. While most questions will be mandatory, applicants will have the option to select “Prefer not to say” to ensure comfort and autonomy.
- Provide support for reasonable adjustments throughout the recruitment and onboarding processes to ensure they are equitable, accessible, and inclusive for all candidates.

Training

- Deliver D&I and unconscious bias training at least once annually, ensuring all staff are equipped to contribute to an inclusive workplace culture.

Workplace Culture and Engagement

- Regularly update employee policies to reflect evolving D&I standards, including enhancements to family-friendly policies.
- Facilitate regular check-in sessions with staff to create a safe space for open dialogue on topics such as unconscious bias, microaggressions, mental health, and workplace accessibility.
- Monitor and report on staff engagement, experiences and perceptions of inclusivity, through HR reporting tools (such as regular surveys), supplemented by insights gathered via an anonymous staff suggestion box.
- Monitor retention and career advancement rates, ensuring that all groups have equal opportunities for growth and development.

Conclusion

At Applied Microbiology International, diversity & inclusion are not just words but guiding principles that drive our actions, decisions, and culture. We believe that by fostering an inclusive environment, we will not only enhance the impact of our work but also contribute to a more equitable scientific community where all individuals are empowered to thrive.

Timeline and Accountability

- **Year 1–2:** Focus on creating the foundation for the strategy with key actions such as leadership training, inclusive hiring practices, and establishing the D&I Committee.
- **Year 3–5:** Begin measuring progress on diversity metrics, expand support for underrepresented groups, and launch mentorship and scholarship programmes.
- **Year 5+:** Evaluate the long-term success of the strategy and refine goals based on feedback and results. Continue to evolve the strategy to meet changing needs and opportunities for greater inclusivity.



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