

1. STATEMENT ON EQUITY.

The AVS has a strong commitment to promote inclusiveness and equity and prevent discrimination. This includes ensuring appropriate inclusion of different ethnicity, genders, early career researchers and researchers from different states and institutions across Australasia.

Any AVS member or candidate member who feels this principle has not been upheld should contact a member of the AVS committee who will raise the issue to the committee’s attention without prejudice.

2. GENDER EQUITY

2.1 Statement on gender equity.

AVS aims to achieve a gender balance that reflects our male to female membership in all aspects of the society’s activities including committee membership and scientific meetings. AVS intends to achieve this gender balance during the process of nominations and selections for AVS committees and in our meetings through the selection of session chairs, invitation of high quality invited international and national speakers, and the selection of speakers from submitted abstracts.

2.2 Practice towards achieving gender equity.

Specifically, the AVS local organising committee (LOC) will actively nominate at least 40% female representation in selection of session chairs, invited national speakers, and oral abstracts for each biannual meeting.

In the process of selection of the international invited speakers for the plenary session, the AVS will ensure that at least one female is nominated for each meeting with a 50% female representation to be achieved when considered as an average over the past 4 meetings.

A mentor program will be developed for women in virology with a specific forum for discussions to be established in the 2017 AVS meeting as a starting point, with future development as appropriate.

2.3 Metrics on AVS achievements in gender equity

The following illustrates our past and current performance on gender equity, which will be monitored and updated biannually following each AVS Scientific meeting.

AVS membership balance

AVS meeting year	Males	Females	Percentage Female
2015	<i>TBC</i>	<i>TBC</i>	
2013	88	94	52
2011	101	103	51

AVS 2015

	Males	Females	Percentage Female	Relative to target
Committee	13	4	24	Below target
Scientific Meeting (lead speaker)	8	4	33	Below target
Scientific Meeting (Session Chair)	12	10	45	On target
Scientific Meeting (oral presentation)	<i>TBC</i>	<i>TBC</i>		
Scientific Meeting (poster presentation)	<i>TBC</i>	<i>TBC</i>		

AVS 2013

	Males	Females	Percentage Female	Relative to target
Committee	8	3	27	Below target
Scientific Meeting (lead speaker)	10	2	16	Below target
Scientific Meeting (Session Chair)	11	3	21	Below target
Scientific Meeting (oral presentation)	38	26	41	Below target
Scientific Meeting (poster presentation)	38	54	59	Above target

AVS past committees/LOC's

* note, small committee numbers, prior to constitutional changes

	Males	Females	Percentage Female	Relative to target
AVS 6 2011	9	1	10	Below target
AVG 5 - 2009	7	4	36	Below target
AVG 4 - 2007	4	2	33	Below target
AVG 3 - 2005	5	2	29	Below target