

Policy on Gender Equality at the 10th International Symposium for Fish Parasitology & 2021 Australian Society for Parasitology Annual Conference

The 10th International Symposium for Fish Parasitology & 2021 Australian Society for Parasitology Annual Conference & recognises and values the wealth of talent, creativity and discoveries achieved by women in the fields of tropical medicine and parasitology. We acknowledge that women continue to be underrepresented in the fields, particularly at senior levels, and in the diverse countries that constitute attendance at the congress.

This goal of gender equality in our discipline is vitally important for two reasons. The first reason relates to the science we conduct. We recognise that women are under-represented at congresses, both in invitations to speak and in participation. Thus, the important contributions and discoveries made by a significant portion of our community remain under-recognised. Secondly, it is understood that career development in the sciences is driven, not only by publication output, but also by prestige measures, such as active and invited participation in scientific conferences. Equal representation at conferences is thus important for women to thrive and develop in their careers.

ISFPX & 2021 ASP Annual Conference seeks to be a meeting that is committed to gender equality. We will seek to achieve the following:

- As a congress held in the Australian State of Queensland, ISFPX & 2021ASP will adhere to the Queensland Women's Strategy as it applies to the activities of the conference. The policy can be found online <https://www.csyw.qld.gov.au/campaign/womens-strategy/queensland-womens-strategy>
- ISFPX & 2020 ASP will be a scientific venue that actively seeks equality for all participants. The congress will strive to achieve gender balance at all levels of the congress. We will aim to achieve gender balance among plenary and invited presentations, contributed papers and session chairs. In all aspects, the principle we adopt will be that all participants to have equal opportunity for representation, regardless of gender.
- We aim to present ISFPX & 2021 ASP as a safe place for scientific engagement and discussion. We thus strive to promote responsible participation in congress business and social events by all delegates and committee members, so that all participants can experience full benefit from the congress.
- To promote ISFPX & 2021 ASP as the model for future ASP conferences so that gender equality is achieved in all conferences and events. This goal will be achieved by:
 - Working with ASP to adopt a strong Gender Equality policy
 - Working with conference partners, sponsors and co-hosts to ensure that they adopt and enact gender equality policies at the outset of their conference organisation.
 - Audit the ISFPX & 2021 ASP Conference to gauge how we have performed in gender equality and to use this information to guide development of future conferences.