

Guidelines for Broadening Participation in SICB's Leadership, Programs and Awards

The Society for Integrative and Comparative Biology is committed to designing and promoting activities within the Society and especially at its annual meeting to increase the diversity of its membership and of the fields of integrative and comparative biology. To this end, every effort should be made to honor this diversity in the selection of the leadership of the society, its divisions, and its committees. The program of the meetings of the Society shall also reflect diversity.

To achieve these goals, the leadership of the Society must engage the membership in the following ways, recognizing that multiple groups (e.g., Executive Officers, Divisional Chairs, Committee Chairs) must work in concert to maximize diversity. For example, the Executive Committee should reflect the diversity of the membership, but the composition of the Executive Committee is not solely in the hands of the Society-wide Nominating Committee since nearly half of the Executive Committee is elected at the divisional level.

A number of individuals or groups of individuals are principally responsible for insuring that leadership of the Society and its programs reflect the desired diverse membership of SICB.

President. The President shall appoint committees that reflect the talent and the diversity of the membership. These appointments are done on the advice of the Executive Committee and often, the committee chairs. The current practice is that appointments are also reviewed by the Executive Officers.

Nominating Committee. The Society-wide Nominating Committee is charged with providing a slate of candidates qualified to hold office and which represent the diversity of the membership.

Divisional Chairs. Divisional Chairs oversee the selection of the slate of officers at the divisional level.

ICB Editorial Board. The composition of the *ICB* Editorial Board is achieved by a process that is largely controlled by the Editor, but approved by the Executive Committee. Each division has a representative on the Editorial Board called an Assistant Editor. Each division suggests an individual to the Editor, the Editor makes the formal nomination, and the nomination is approved by the Executive Committee. Furthermore, the Editor can appoint additional Assistant Editors using the same nomination and approval process. The Editor can, therefore, insure appropriate diversity in the composition of the Editorial Board.

Groups Administering Awards within the Society. The Society and some of its divisions offer awards designed to honor individuals selected by a process. These awards have different purposes and are administered by different groups. In all cases, the group administering the award (e.g., a division) must take measures to insure diversity in the pool of candidates considered. If warranted, deadlines can be extended to achieve balance in a pool of applicants/nominees.

SICB Program Committee. The Program Committee is composed of individuals for the most part elected by either the Society or by divisions. The composition of this committee broadly reflects the membership of SICB. This committee considers diversity in approving proposed symposia for the annual meeting and in selecting individuals from within or outside of the Society to participate in the program of the annual meeting (e.g., a plenary lecturer).

Additional Key Program Elements of the Annual Meeting. Three prominent program components of the annual meeting must also take into account diversity. The deadlines of applications/nominations may be extended to achieve a desired diversity in the pool of individuals being considered.

- **Bartholomew Lecture.** The George A. Bartholomew Award and Lecture have been prominent fixtures at the annual meeting for more than 25 years. The Bartholomew Lecture is a Society-wide event. The annual selection of the awardee and lecturer is in the hands of the Division of Comparative Physiology and Biochemistry, which established the award, the lecture, and the fund supporting the award. The Chair of the Division of Comparative Physiology and Biochemistry oversees the appointment of the selection committee and approves the individual receiving the award.
- **Bern Lecture.** The Howard A. Bern Lecture has also been a prominent feature of the annual meeting for almost two decades. The Bern Lecture is considered a Society-wide event. The annual selection of the lecturer is in the hands of the Division of Comparative Endocrinology, which established the lecture and the fund supporting the lecture. The Chair of the Division of Comparative Endocrinology oversees the appointment of the selection committee and approves the individual receiving the award.
- **John A. Moore Lecture.** The Moore Lecture now anchors the end of the annual meeting. This Society-wide lecture is the last main program event followed by the end-of-meeting reception. The Educational Council is charged with selecting the Moore Lecturer.