

## SAS 2026: Diversity and Inclusion Plan



**Overview:** The Small Angle Scattering Workshop 2026 (SAS 2026) is committed to fostering an inclusive, equitable, and diverse environment that aligns with the **ANSTO Diversity, Equity, Inclusion and Belonging (DEIB) Policy** (see Addendum). Our goal is to ensure that all participants regardless of gender, ethnicity, disability, or geographical location, have equal access to world-class scientific training.

**1. Organising Committee & Speaker Diversity** In accordance with ANSTO's **40:40:20 gender target**, the SAS 2026 organizing committee has been structured to ensure diverse representation across

- **Speaker Selection:** We have actively sought a gender-balanced speaker list, with a target of at least 40% female-identifying presenters.
- **Early Career Representation:** The program includes dedicated slots for Early Career Researchers (ECRs) to ensure a diversity of perspectives and to provide visible role models for attending students.

**2. Equitable Access & Participation** To remove financial and geographical barriers to entry, we have implemented the following measures:

- **Merit-Based Support:** We will offer up to three complementary registrations based on a merit-review process that considers the applicant's research impact and institutional diversity.
- **Travel Bursaries:** As a priority we will apply for AINSE funding to support return airfares for researchers from regional and interstate AINSE member universities.
- **Flexible Engagement:** The workshop schedule is designed with consideration for those with caring responsibilities, ensuring core technical sessions occur within standard business hours.

**3. Inclusive Environment & Accessibility** The workshop will be held at the Australian Synchrotron (ANSTO Clayton), a facility that adheres to strict accessibility standards.

- **Physical & Cognitive Needs:** We will collect information on accessibility and dietary requirements during registration to provide necessary accommodations.
- **Code of Conduct:** All attendees will be required to adhere to a Code of Conduct that mirrors ANSTO's commitment to a "psychologically safe workplace free from bullying and discrimination."
- **Belonging:** Following the principle that "Everyone Belongs," we will facilitate structured networking sessions designed to integrate new students into the broader scientific community.

**Addendum Reference** For further details on the institutional framework governing these principles, please refer to the attached **ANSTO DEIB Policy**, which outlines the overarching priorities for Gender Equity, Disability Inclusion, and the Reconciliation Action Plan.