



International Conference on the Physics of Semiconductors (ICPS) 9-14 August 2020, International Convention Centre Sydney Equity, Diversity and Inclusion Policy

ICPS 2020 recognises and values the wealth of talent, creativity and discoveries achieved by all members of the pure and applied physics community. ICPS 2020 strives to achieve inclusivity, diversity and equity in all aspects of the conference. The ICPS 2020 Organising Committee acknowledges that women, individuals at a junior-level and or developing countries, continue to be underrepresented in the field. Therefore, the Organising Committee will endeavour to achieve a balance through equal and diverse representation of all members in our community.

The equal and diverse representation goal in our discipline is vitally important for two reasons. The first reason relates to the representation in our industry. We recognise that women, youth and underprivileged lack representation at conferences, both in invitations to speak and in participation. Thus, the important contributions made by a significant portion of our community remain under-recognised. Secondly, it is understood that career development in our industry is driven not only by publication output, but also by prestige measures, such as active and invited participation in scientific conferences. Equal representation at ICPS 2020 is thus important for all members to thrive and develop in their careers.

ICPS 2020 seeks to be a conference that is committed to diversity in gender, age and socioeconomic state. We will seek to achieve the following:

- ICPS 2020 will be a conference that actively seeks equality for all participants. In particular, the conference will strive to achieve gender balance at the conference. We aim to achieve gender balance (recognising the non-binary nature of gender) among plenary and invited presentations, recipients of developing nation grants and session chairs. We will also implement policies to help ensure equity, diversity and inclusion within presenters of contributed papers. In all aspects, the principle we adopt will be that all participants have equal opportunity for representation, regardless of gender. We will publicly report these statistics in the lead up to and following the conference.
- We aim to provide an opportunity to participate in the conference for our community members from developing nations, so that all individuals can experience full benefit from the conference. Individuals from developing countries whose abstracts are accepted will be considered for financial assistance if they wish to apply for a developing country grant. The principle we have adopted will be that all participants should have equal opportunity for participation, regardless of their socioeconomic position.
- ICPS 2020 will provide a platform for emerging leaders of pure and applied physics by increasing student engagement and support for junior-level attendees through program inclusions such as a youth forum/workshops, and an opportunity for students of all backgrounds to meet with leaders in the field including Nobel Laureates for science week.
- To promote ICPS 2020 as the model for future ICPS conferences so that inclusivity, diversity and gender balance is achieved in all conferences. This goal will be achieved by:
 - Working with The International Union of Pure and Applied Physics.
 - Working with bid applicants for future conferences to ensure that they adopt and enact an effective diversity policy at the outset of their organisation.
 - Audit ICPS 2020 to gauge how we have performed in gender balance, age and socioeconomic equality and to use this information to guide development of future conferences.