

ASPB Speaker Selection Rubric

Updated October 4, 2022

To promote diversity among symposium speakers, and in keeping with ASPB's Position Statement on Diversity <https://blog.aspb.org/aspbs-position-statement-on-diversity/>, the Society has prepared the following guidelines and rubric to aid in the selection of plenary session, community session, and concurrent session speakers at the annual Plant Biology meeting.

After reviewing submitted abstracts and/or potential speakers based on scientific merit and fit, program organizers will introduce a deliberate "Pause Point" to consider the rubric below. Organizers should assess diversity using demographic information from speaker webpages, responses to demographic questions included with abstract submission, and additional resources such as self-reported lists of diverse scientists. In this way, abstracts can be selected that are both meritorious and inclusively representative of the intended demographics of the society.

Rubric: Organizers should incorporate the guidance below into their process for speaker and session chair selection.

	Organizers should proceed if	Organizers should pause and reconsider choices if
Gender, racial, and geographic diversity	<ul style="list-style-type: none">- Effort was made to consider lists of self-nominated speakers and ASPB demographic data in order to invite diverse speakers	<ul style="list-style-type: none">- No effort was made or final slate of speakers for the session has little gender, racial, and/or geographic diversity
Career stage diversity	<ul style="list-style-type: none">- Abstracts from early career scientists were considered and compared to submissions at the same level of experience	<ul style="list-style-type: none">- Predominance of tenured professors as speakers- No graduate students or postdocs in session
Institutional diversity	<ul style="list-style-type: none">- Effort was made to consider relevant abstracts from R2, primarily undergraduate institutions (PUI), minority-serving institutions, and industry, as well as from R1 universities	<ul style="list-style-type: none">- Speakers are predominantly from R1, Howard Hughes Medical Institute (HHMI) labs, or similar high visibility institutions

Relevant resources

1. Front & Center: <https://plantae.org/education/changing-cultures-and-climates/#front-and-center>
2. Diversify Plant Sci: <https://rdale1.shinyapps.io/diversifyplantsci/>
3. Plant Postdocs: <https://plantpostdocs.com/resources/>

ASPB also encourages organizers to refer to best practices for Inclusive Scientific Meetings here: <https://500womenscientists.org/inclusive-scientific-meetings>; and it recognizes and thanks members of the ASPB Equity, Diversity, and Inclusion Committee for developing this rubric.