



A four year update on

# Equality, Diversity & Inclusion



**2019-2023**

# A SPECIAL MESSAGE FROM THE ED&I COMMITTEE

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Dear Members,

In 2019, EBMT's Hamburg Board & Scientific Council resolved that we would actively start to address our stark gender imbalance at senior levels as well as broader Equality, Diversity & Inclusion (ED&I) issues. We were mindful that while we had many very talented members engaging actively with our work, we were not necessarily unlocking the potential contribution of everyone. We were similarly aware that health inequalities exist in many of the areas we work in and a better understanding of ED&I issues can help address these.

Subsequently, an internal Taskforce (now a formal Committee of EBMT) was convened and has met regularly since. We also engaged the support of Ben Summerskill, a UK-based consultant with experience of working on these issues internationally, to help us 'turbocharge' our approach to this important initiative.

In late 2020, our Board adopted a mandate that the EBMT aimed to have 25% female representation among its staff, Board of Association, Scientific Council and Committees within three years (by the end of 2023). It also agreed to carry out an extensive qualitative and quantitative survey of our members and staff. The former focused particularly on the willingness of members to put themselves forward for voluntary roles as members of the Board, our Committees and our Working Parties. We recognise each of these to be the lifeblood of our success. Following these surveys (some of the personal responses from members and staff are shown on the next page of this report) the ED&I Working Group adopted an organisational Action Plan which our Board approved in March 2021. Our staff have since worked on implementing its proposals and ED&I outcomes have become part of our 2022-2025 Strategy.

As EBMT President, Executive Director, ED&I Committee Chair and ED&I Committee Deputy Chair, we are each wholly committed to accountability to you, our members, and transparency about our work. That's why we are now providing this update to you four years after the Hamburg resolution. In some areas we have made progress around ED&I more swiftly than anticipated. In others we have not, and we want to be open about this. However, we remain completely clear about our direction of travel.

As EBMT continues its vital mission of fighting life-threatening blood cancers and diseases, we know it is only by unlocking every bit of talent – from every one of our members and staff – that we will continue to provide the very best service to our worldwide patient community. If you have not thought about putting yourself forward for a voluntary role until now, please consider doing so. In accordance with our Action Plan, if you would like to observe a meeting of a Working Group or Committee, please [contact us](#).

Thank you for your help in delivering EBMT's mission now, and in the years ahead.



Anna Sureda  
*EBMT President*



Andreu Gusi  
*EBMT Executive  
Director*



Silvia Montoto  
*Equality, Diversity &  
Inclusion Committee  
Chair*



John Murray  
*Equality, Diversity &  
Inclusion Committee  
Deputy Chair*

# STATISTICS ON EBMT STAFF AND MEMBERS



## QUOTES FROM EBMT MEMBERS AND STAFF

"The best talent can only be recruited from the largest pool"

"Diversity always leads to more creativity, improved productivity and higher impact"

"This work will help include underserved populations in reports or clinical trials and this will help mitigate disparity in clinical outcomes"

"It's not good enough simply to advertise the roles. EBMT should actively seek and encourage people from under-represented groups"

"EBMT needs to be inclusive to a new generation of staff and physicians"

"EBMT governance platforms should represent the wider society we are serving"

Source: Qualitative Survey of Members and Staff, November 2020

# EBMT'S EQUALITY, DIVERSITY & INCLUSION POLICY (ADOPTED IN 2021)

EBMT recognises the value of having a diverse group of people with a diversity of thinking and perspectives involved in EBMT and wishes to use the differences that people bring with them as an important resource in furthering our important mission and objectives.

EBMT sees diversity as the visible and invisible differences between people – such as sex, race, ethnic or national origin, geographic background, physical ability, sexual orientation, gender identity, age, social class, language, religion, education and family/marital status – and recognises that these differences can lead to different, and better, ways of thinking, behaving, communicating and working. We believe that these differences enrich our organisation and assist us in delivering better patient outcomes globally.

EBMT is committed to promoting Equality, Diversity and Inclusion (ED&I) and to monitoring our progress in this area. The EBMT Executive Director is responsible for ensuring that this policy is implemented and for reporting annually to the Board on the progress made.

## IMPORTANT MILESTONES

- 2021**  
EBMT'S THIRD FEMALE PRESIDENT WAS ELECTED
- 2021**  
WOMEN REPRESENTED ONE IN FOUR OF EBMT'S EXCOMM
- 2021**  
THE EBMT BOARD APPROVED THE CREATION OF THE EBMT ED&I COMMITTEE



EBMT will work to ensure that all its Officers, Board members, all others in voluntary roles, staff and consultants have equal opportunity to achieve their full potential in carrying out their activities.

EBMT will not tolerate, under any circumstances, any unjustifiable acts of discrimination nor any form of harassment. Where such discrimination or harassment occurs action will be taken under the disciplinary procedure, and may include dismissal for serious offences.

In keeping with EBMT's values, it is expected that all Officers, Board members, all others in voluntary roles, staff and consultants become familiar with the policy and ensure that their language, behaviour and practice are consistent with its requirements.



For more EBMT ED&I related information visit  
[www.ebmt.org/ebmt/equality-diversity-inclusion-edi](http://www.ebmt.org/ebmt/equality-diversity-inclusion-edi)

