

Gender and Diversity Statement

In line with our commitment to inclusivity, equity, and responsible scientific practice, the Organizing Committee of the **32nd Croatian-Slovenian Crystallographic Meeting** has adopted a Gender and Diversity Statement, developed in accordance with the principles of the International Union of Crystallography (IUCr), including the Gender Equity and Diversity Statement, Code of Conduct, and Gender Balance Policy.

We recognize that a diverse and inclusive scientific environment enhances the quality of research, fosters innovation, and strengthens the global scientific community.

Our Commitments

We are dedicated to fostering a conference environment that is:

- Welcoming to all participants regardless of gender identity or expression, sexual orientation, race, ethnicity, disability, age, religion, nationality, career stage, or socioeconomic background;
- Inclusive in its programming, speaker selection, and participation mechanisms;
- Respectful of the rights, dignity, and contributions of every individual.

Speaker and Panel Diversity

To ensure broad representation and equitable visibility, we have taken the following measures:

- Gender balance and diversity are considered in all invitations for keynote, plenary, and invited speakers;
- Session chairs and panelists are selected with attention to equitable representation across gender, geography, and institutional affiliation;
- Session scheduling aims to accommodate time zones and caregiving responsibilities wherever possible.

Code of Conduct

All attendees, speakers, sponsors, and organizers are expected to adhere to a professional Code of Conduct that promotes:

- Mutual respect, collegiality, and scientific integrity;
- Zero tolerance for harassment, bullying, or discriminatory behavior;
- Prompt action in response to any violations, including removal from the event or future exclusion.

Transparency and Accountability

To monitor our progress and inform future actions, we will:

- Collect anonymized demographic data from registrants (optional);
- Report summary statistics post-conference;
- Invite participant feedback on inclusivity and accessibility.

We welcome your collaboration in making the 32nd Croatian-Slovenian Crystallographic Meeting a safe, respectful, and inclusive space for all.

Related Guidelines

- IUCr Gender Equity and Diversity Statement (2021):

https://www.iucr.org/__data/assets/pdf_file/0007/147922/IUCr-Gender-Equity-and-Diversity-Statement.pdf

- IUCr Code of Conduct: <https://www.iucr.org/iucr/governance/advisory-committees/gedc>

- IUCr Gender Balance Policy (2017): <https://www.iucr.org/iucr/principles-and-policies/gender-balance>