



INTERNATIONAL SOCIETY FOR
COMPUTATIONAL BIOLOGY

Equity, Diversity, and Inclusion 2022-2023 Annual Report

Vol. 3



2022-2023 ANNUAL REPORT.

Equity, Diversity, and Inclusion (EDI) Committee of the International Society for Computational Biology (ISCB), July 2023.

Mission Statement: ISCB is committed to creating a safe, inclusive, and equal society for all our members. These values are enshrined in the ISCB's Code of Conduct, values, and ethics. We acknowledge, respect, and promote the value of a diverse community.

Executive summary: The objective of the ISCB EDI Annual report is to collect metrics on diversity and inclusion, make recommendations based on data and release the data to all ISCB members.

Participation on the identity survey by our members is important because metrics allow the society to be open and transparent about the current state of ISCB, make data-driven recommendations to improve EDI and measure the impact of diversity initiatives over time.

The data shown in this report is collected through the ISCB membership profile and anonymized to protect privacy. The report includes data on diversity of its membership, as well as all honors and awards given by ISCB, so they can be directly compared to each other. It also includes a summary of EDI initiatives undertaken by ISCB.

Summary 2023

Participation on our identity survey has increased substantially since last year with all categories reporting over 65%. We now have good metrics on multiple dimensions of diversity of our society members. Based on the survey the ISCB membership continues to be predominantly male and North America and Europe centric. For society awards we continue to report only on nominations to protect identity information for awardees. Data on awardees will be reported pooled once there are 3 years of collected data. Data for nominations is being pooled between 2022-2023 to obtain better estimates. Comparisons on gender diversity since before 2021 and during the last two years shows a clear improvement on Overton and Senior Scientist award nominations. Since the previous report, the Senior Scientist award showed marked improvement on gender representation. All other awards except the service award continue to show predominant male nominations. Fellows' nominations and elections continue to be male dominated, as they were before 2021. Nonetheless nominations do represent the society composition in terms of gender. At this point there is not enough data to evaluate other dimensions of diversity, but continuing to collect data will allow this in the future.

The report is put together by the ISCB EDI Committee and approved by the ISCB Board of Directors. The EDI committee serves the ISCB Board of Directors

EDI committee chairs

Lucia Peixoto. Washington State University. USA

Alejandra Medina Rivera. Universidad Nacional Autónoma de México. Mexico

EDI committee members

Luis Pedro Coelho. Fudan University. China

Casey Greene. University of Colorado School of Medicine, Denver. USA

Larry Hunter. University of Colorado, Denver. USA

Priscila Grynberg. MBRAPA. Brazil

Anne-Christin Hauschild. University of Marburg. Germany

Tijana Milenkovic. University of Notre Dame. USA

Gonzalo Parra. EMBL. Germany

Kana Shimizu. Waseda University. Japan

ISCB members are encouraged to reach out to ISCB and the EDI committee (edi@iscb.org) for clarifications on the data released, as well as to provide suggestions based on the annual report. We value the feedback from all our members.

STATE OF THE SOCIETY

Gender, Gender Identity, and Ethnicity Statistics of current ISCB Memberships
Disclosure: Data reported is based on membership survey results as of June 13th, 2023.

Total Current Memberships: 3714

Diversity Survey Results

	Absolute	% Relative to declared status
Gender (response rate 76%)		
Female	925	32.8%
Male	1692	60.0%
Non-binary	11	0.4%
Prefer not to declare	188	6.8%
Gender not provided	898	

Gender Expression (response rate 68%)

Cisgender	2169	85.3%
Transgender	10	0.4%
Prefer not to declare	363	14.3%
Gender expression not provided	1172	

Ethnicity (response rate 68%)

African	101	3.8%
Asian	759	28.8%
Australian/Oceanian	4	0.2%
European	56	2.1%
European (Non-white)	32	1.2%
European (White)	971	37.0%
Indigenous	10	0.4%
Latin American	147	5.6%
Middle Eastern	133	5.1%
Other	38	1.4%
Prefer not to declare	380	14.4%
Not provided	1203	

Diversity by Career Stage/membership type

(High Income: Upper-Middle Income: Middle-Low Income: Low Income)

Professional	1946 (1711:148:33:50)
Laboratory	25 (19:5:0:1)
Institutional	4 (3:0:1:0)
Post-Doc	420 (351:32:10:14)
Student	1310 (984:119:59:119)

Regional Diversity

Africa	1.68%
Asia	15.35%
Australia and Oceania	1.57%
Europe	36.11%
North America	43.38%
South America	1.92%

Data on diversity of ISCB honors

Disclosure: In this report, before 2022, we are only including distribution based on gender, as we do not yet have data collected on honors to report on other dimensions.

Note: For all Prizes and Fellows Election, a percentage in a given table is expressed out of all absolute numbers in that table except those marked as “Undefined” (up to 2021) and is rounded to the closest integer.

Overton Prize

Data collected from 2016 to 2021

Nominator Gender	
Male	36 (57%)
Female	20 (32%)
Decline	7 (11%)
Undefined	4

Nominee Gender	
Male	51 (77%)
Female	14 (21%)
Decline	1 (2%)
Undefined	6

Decline to State & Undefined Nominator	
Male	8 (80%)
Female	2 (20%)
Decline	0 (0%)
Undefined	1

Male Nominator Nominee Gender	
Male	25 (78%)
Female	6 (19%)
Decline	1 (3%)
Undefined	4

Female Nominator Nominee Gender	
Male	13 (68%)
Female	6 (32%)
Decline	0 (0%)
Undefined	1

Short List Nominee Gender	
Male	18 (86%)
Female	3 (14%)

Final Result Nominee Gender	
Male	4 (67%)
Female	2 (33%)

Overton Prize 2022- 2023

Nominee Gender		Nominee Ethnicity	
Male	13 (48%)	African	0 (0%)
Female	10 (37%)	Asian	5 (18%)
Prefer not to declare	3 (11%)	Australian/Oceanian	0(0%)
Not provided	1 (4%)	European	1(4%)
		European (Non-white)	0(0%)
		European (White)	0(0%)
		Indigenous	0(0%)
Nominee Gender Identity		Latin American	2 (7%)
cisgender	12 (44%)	Middle Eastern	3 (11%)
transgender	0 (0%)	Not provided	11 (41%)
Prefer not to declare	3 (12%)	Other	1(4%)
Not provided	12(44%)	Prefer not to declare	4 (15%)

Disclaimer: For 2022-23, only data on nominees is provided. That is, data on results for 2022 forwards is not provided to prevent identification of anonymized data. Data on award results will be provided once aggregated data over 3 years allows for effective de-identification. For the same reason ethnicity and gender identity data comparisons will only be provided once there are at least 4 years of data, to allow comparing aggregates over 2 years to each other.

Comparison of nominee gender up to 2021 vs. 2022-23

Nominee gender up to 2021: male: 77%, female: 21%, declined: 2%.

Nominee gender in 2022-23: male: 48%, female: 37%, not declared/not provided: 15%.

Observation: gender balance in the nominee pool has been significantly improved in 2022-23 compared to up to 2021 and the percentage of females is higher among the nominees in 2022-23 (37%) than in the general ISCB membership (30%, see the beginning of this report for the membership statistics), which is encouraging. Also, it is encouraging that even up to 2021, the percentage of female winners (33%) is slightly higher than the percentage of female ISCB members (30%), which means that the gender bias was being addressed from the nomination to the winner selection stage.

Innovator Award

Data collected from 2016 to 2021

Nominator Gender	
Male	75 (70%)
Female	30 (28%)
Decline	2 (2%)
Undefined	6

Nominee Gender	
Male	86 (82%)
Female	19 (18%)
Decline	0 (0%)
Undefined	9

Decline to State & Undefined Nominator	
Male	3 (75%)
Female	1 (25%)
Decline	0 (0%)
Undefined	4

Male Nominator Nominee Gender	
Male	61 (86%)
Female	10 (14%)
Decline	0 (0%)
Undefined	4

Female Nominator Nominee Gender	
Male	19 (83%)
Female	4 (17%)
Decline	0 (0%)
Undefined	0

Short List Nominee Gender	
Male	17 (71%)
Female	7 (29%)

Final Result Nominee Gender	
Male	4 (67%)
Female	2 (33%)

Innovator Prize 2022-2023

Nominee Gender

Male	20 (74%)
Female	6 (22%)
Prefer not to declare	0 (0%)
Not provided	1 (4%)

Nominee Gender Identity

cisgender	9 (33%)
transgender	0 (0%)
Prefer not to declare	5 (19%)
Not provided	13 (48%)

Nominee Ethnicity

African	0 (0%)
Asian	3 (11%)
Australian/Oceanian	0(0%)
European	1 (3%)
European (Non-white)	0(0%)
European (White)	2(10%)
Indigenous	0(0%)
Latin American	0(0%)
Middle Eastern	3 (11%)
Not provided	12 (43%)
Other	0(0%)
Prefer not to declare	6 (22%)

Disclaimer: For 2022-23, only data on nominees is provided. That is, data on results for 2022 forwards is not provided to prevent identification of anonymized data. Data on award results will be provided once aggregated data over 3 years allows for effective de-identification. For the same reason ethnicity and gender identity data comparisons will only be provided once there are at least 4 years of data, to allow comparing aggregates over 2 years to each other.

Comparison of nominee gender up to 2021 vs. 2022-23

Nominee gender up to 2021: male: 82%, female: 18%, declined: 0%.

Nominee gender in 2022: male: 74%, female: 22%, Not provided: 4%.

Observation: gender balance in the nominee pool has changed little in 2022-23 compared to up to 2021. Efforts should be made to improve gender balance in the nominee pool for the Innovator/Mid-career Prize in the future. Nonetheless, it is encouraging that even up to 2021, the percentage of female winners (33%) is slightly higher than the percentage of female ISCB members (30%), which means that the gender bias was being addressed from the nomination to the winner selection stage.

Accomplishments by a Senior Scientist

Data collected from 2016 to 2021.

Nominator Gender	
Male	47 (72%)
Female	18 (28%)
Decline	0 (0%)
Undefined	2

Male Nominator Nominee Gender	
Male	43 (83%)
Female	8 (15%)
Decline	1 (2%)
Undefined	5

Nominee Gender	
Male	57 (95%)
Female	2 (3%)
Decline	1 (2%)
Undefined	8

Female Nominator Nominee Gender	
Male	16 (89%)
Female	2 (11%)
Decline	0 (0%)
Undefined	0

Declined to State & Undefined Nominator Nominee Gender	
Male	1 (100%)
Female	0 (0%)
Decline	0 (0%)
Undefined	0

Short List Nominee Gender	
Male	33 (89%)
Female	4 (11%)
Decline	0 (0%)
Undefined	0

Final Result Nominee Gender	
Male	4 (67%)
Female	2 (33%)
Decline	0 (0%)
Undefined	0

Accomplishments by a Senior Scientist

2022-2023

Nominee Gender

Male	12 (67%)
Female	5 (28%)
Prefer not to declare	1 (5%)
Not provided	0 (0%)

Nominee Gender Identity

cisgender	4 (22%)
transgender	1 (6%)
Prefer not to declare	4 (22%)
Not provided	9 (50%)

Nominee Ethnicity

African	0 (0%)
Asian	1 (5%)
Australian/Oceanian	0(0%)
European	3 (17%)
European (Non-white)	0(0%)
European (White)	4(22%)
Indigenous	0(0%)
Latin American	0(0%)
Middle Eastern	0(0%)
Not provided	8(44%)
Other	0(0%)
Prefer not to declare	2(12%)

Disclaimer: For 2022-23, only data on nominees is provided. That is, data on results for 2022 forwards is not provided to prevent identification of anonymized data. Data on award results will be provided once aggregated data over 3 years allows for effective de-identification. For the same reason ethnicity and gender identity data comparisons will only be provided once there are at least 4 years of data, to allow comparing aggregates over 2 years to each other.

Comparison of nominee gender up to 2021 vs. 2022-23

Nominee gender up to 2021: male: 95%, female: 3%, declined: 2%.

Nominee gender in 2022: male: 67%, female: 28%, prefer not to declare: 5%.

Observation: gender balance in the nominee pool appears to have markedly improved in 2022-23 compared to up to 2021. Nonetheless, it is encouraging that even up to 2021, the percentage of female winners (33%) is slightly higher than the percentage of female ISCB members (30%), which means that the gender bias was being addressed from the nomination to the winner selection stage.

Outstanding Service to ISCB Award

Data collected from 2016 to 2021

Nominator Gender	
Male	13 (57%)
Female	9 (39%)
Decline	1 (4%)
Undefined	0

Male Nominator Nominee Gender	
Male	8 (62%)
Female	5 (38%)
Decline	0 (0%)
Undefined	0

Nominee Gender	
Male	11 (48%)
Female	12 (52%)
Decline	0 (0%)
Undefined	0

Female Nominator Nominee Gender	
Male	2 (22%)
Female	7 (78%)
Decline	0 (0%)
Undefined	0

Declined to State & Undefined Nominator Nominee Gender	
Male	1 (100%)
Female	0 (0%)
Decline	0 (0%)
Undefined	0

Short List Nominee Gender	
Male	7 (41%)
Female	10 (59%)
Decline	0 (0%)
Undefined	0

Final Result Nominee Gender	
Male	2 (33%)
Female	4 (67%)
Decline	0 (0%)
Undefined	0

Outstanding Service to ISCB Award 2022-2023

Nominee Gender

Male	4 (67%)
Female	2 (33%)
Prefer not to declare	0 (0%)
Not provided	0

Nominee Gender Identity

cisgender	1 (17%)
transgender	0 (0%)
Prefer not to declare	0 (0%)
Not provided	5 (83%)

Nominee Ethnicity

African	0 (0%)
Asian	0 (0%)
Australian/Oceanian	0(0%)
European	1 (17%)
European (Non-white)	0(0%)
European (White)	2(33%)
Indigenous	0(0%)
Latin American	0(0%)
Middle Eastern	0 (0%)
Not provided	3 (50%)
Other	0(0%)
Prefer not to declare	0(0%)

Disclaimer: For 2022-23, only data on nominees is provided. That is, data on results for 2022 forwards is not provided to prevent identification of anonymized data. Data on award results will be provided once aggregated data over 3 years allows for effective de-identification. For the same reason ethnicity and gender identity data comparisons will only be provided once there are at least 4 years of data, to allow comparing aggregates over 2 years to each other.

Comparison of nominee gender up to 2021 vs. 2022-23

Note: it is only nominee gender that can be compared, because only this statistic was recorded and is being reported both up to 2021 and in 2022.

Nominee gender up to 2021: male: 48%, female: 52%, declined: 0%.

Nominee gender in 2022: male: 67%, female: 33%, prefer not to declare: 0%.

Observation: gender balance in the nominee pool has somewhat decreased in 2022-23 compared to up to 2021, but nonetheless, this award type remains among the best gender-balanced overall relative to society

ISCB Fellows Election

Data collected from 2016 to 2021

Nominator Gender	
Male	134 (62%)
Female	82 (38%)
Decline	0 (8%)
Undefined	4

Nominee Gender	
Male	152 (71%)
Female	61 (29%)
Decline	1 (0%)
Undefined	6

Male Nominator Nominee Gender	
Male	100 (76%)
Female	31 (24%)
Decline	1 (1%)
Undefined	3

Female Nominator Nominee Gender	
Male	44 (55%)
Female	36 (45%)
Decline	0 (0%)
Undefined	2

Declined to State & Undefined Nominator Nominee Gender	
Male	2 (100%)
Female	0 (0%)
Decline	0 (0%)
Undefined	1

1st Ballot Nominee Gender	
Male	112 (62%)
Female	70 (38%)
Decline	0 (0%)
Undefined	5

Final Ballot Nominee Gender	
Male	31 (53%)
Female	28 (47%)
Decline	0 (0%)
Undefined	0

Up to 2021:

Total Fellows nominated: 55

Nominee gender summary (as declared by the nominee):

Male: 35 (65%)
 Female: 14 (26%)
 Declined to state: 5 (9%)
 Undefined: 4

Nominee type:

Academic: 45
 Industry: 8
 Unclassified: 2

Total Fellows elected: 13

Elected Fellow gender summary:

Male: 9 (69%)
 Female: 4 (31%)

ISCB Fellows Election

2022-2023

Nominee Gender (22-23)

Male	53 (65%)
Female	21 (25%)
Prefer not to declare	5 (6%)
Not provided	3 (4%)

Nominee Gender Identity (23 onward)

cisgender	18 (40%)
transgender	1 (3%)
Prefer not to declare	7(16%)
Not provided	19(41%)

Nominee Ethnicity (22-23)

African	1 (0%)
Asian	19 (23%)
Australian/Oceanian	0(0%)
European	16 (20%)
European (Non-white)	2(3%)
European (White)	9(11%)
Indigenous	0(0%)
Latin American	0(0%)
Middle Eastern	2(3%)
Not provided	21(25%)
Other	2(3%)
Prefer not to declare	10(12%)

Elected - Ethnicity (22-23)

African	0 (0%)
Asian	2+ 4(0%)
Australian/Oceanian	
European	6+4 (%)
European (Non-white)	0 (0%)
European (White)	
Indigenous	0 (0%)
Latin American	0 (0%)
Middle Eastern	1
Not provided	1+6
Other	0 (0%)
Prefer not to declare	2+4

Elected – Gender (22-23)

Male	17 (65%)
Female	9 (35%)
Prefer not to declare	0 (0%)
Not provided	0

Comparison: up to 2021 vs. 2022-23

Nominee gender up to 2021: male: 71%, female: 29%, declined: 0%.

Nominee gender in 2022-23: male: 65 %, female: 25%, prefer not to declare/NP:10%.

Elected fellow gender up to 2021: male: 65%, female: 26%, declined: 9%.

Elected fellow gender in 2022-23: male:65 %, female: 35%, prefer not to declare: 0%.

Observation: Fellow's nominations and election continued to be male dominated, and this trend has not changed in recent years. Fellows gender distribution, however, matches the membership composition.

ISMB/ECCB 2023 Travel Fellowships

Committee: Wisdom A Akurugu, Kana Shimizu, Anne Christin Hauschild, Priscila Grynberg

Total Funding: \$28,000 USD

COSI support: MLSCB, iRNA, Function, BioOntologies, BioVis

Total number of applications: 358

Committee selected 26 applicants.

13 female, 12 male, 1 nonbinary

8 lower income countries, 4 middle-lower income countries, 9 upper-middle income countries, 5 high income countries.

Awardees come from 13 different countries with the most funding going to India.

16 postdoctoral fellows, 10 students

Selection was based on:

Financial need

Submission type

Review score

ISCB DEPENDENT-CARE AWARDS (2023)

<https://www.iscb.org/ismbeccb2023-general-info/iscb-dependent-care-award>

Number of applications: 8

Number of awards: 7 awards, 857US\$ each

News features on our dependent-care award.

<https://news.cuanschutz.edu/dbmi/increasing-accessibility-for-parents-caregivers-at-data-conferences>

ISCB Equity Diversity and Inclusion Committee 2023 Summary.

Updated Website: <https://www.iscb.org/iscb-edi>

EDI Strategic Plan (2020-2021)

Components:

- Increasing social accountability for change in the ISCB society
- Obtaining data and developing measures to assess progress
- Voluntary training: The “ISCB Awareness toolkit”
- Recruitment initiative
- Mentoring

[Read ISCB's EDI Strategic Plan](#)

[Read ISCB's awareness toolkit associated with the Strategic Plan](#)

EDI Statements and Policies

- [A Safe Space \(ISCB Code of Conduct\)](#)
- [ISCB's Statement on Countering Social Injustice](#)
- [ISCB Writes Nature Communications Urging the Correction/Retraction of Recent Article on Mentoring](#)

Annual reports

2020-2021: https://www.iscb.org/images/stories/annual-reports/EDI_annual_report_2021_Final.pdf

2021-2022: https://www.iscb.org/images/stories/annual-reports/EDI_annual_report_2022.pdf

2022-2023: In process.

EDI Initiatives

Past

1. EDI seminar series
2020-2021: Indigenous Voices in Computational Biology <https://www.iscb.org/edi-seminar-series>. Participation data: 9 Presentations, 193 registered, 968 views total including live, mean views 107.5/video.
2. Women's history month 2021, daily feature of outstanding women in Computational Biology.

Current

3. Equity focused research track started at ISMB 2022. Continued at ISMB/ECCB 2023: <https://www.iscb.org/ismbecb2023-programme/equity-focussed-research>
4. Fee restructure initiated by a request from the EDI committee in 2022 is now in effect.
5. ISCB Dependent-care award (new for 2023): <https://www.iscb.org/ismbecb2023-general-info/iscb-dependent-care-award>