

## **Diversity, Equity, and Inclusion Data Collection Statement**

The International Zebrafish Society is committed to the principles of having a diverse, inclusive, and equitable community. We take action to assure that The Society is accessible and inclusive to everyone regardless of gender, ethnic or nationality, disability, religion, sexual orientation, gender reassignment, socioeconomic background, age, veteran status, or citizenship. The IZFS is committed to an environment where everyone is treated fairly, that is free from harassment and from unfair or unlawful discrimination. In order to hold ourselves accountable for these principles, we gather and analyze data to assess the extent to which we are achieving our diversity and inclusion aims. We use this information to review our processes to ensure they are fair and transparent, and do not have an adverse impact on any particular group or individual. All information provided will be treated as strictly confidential in accordance the IZFS Privacy Notice in line with the General Data Protection Regulations (GDPR) 2018. The information will only be used for statistical purposes only with access restricted to staff involved in processing and monitoring the data. It will not be seen by anyone involved in any selection processes. No information will be published or used in any way that allows individuals to be identified. We recognize that some may regard this information as private and have therefore included the option of 'prefer not to say' in all categories. To find out more about why we gather this information contact: [info@izfs.org](mailto:info@izfs.org)