



International
Headache Society

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Inclusion and Diversity Statement

October 2024

Company limited by guarantee, registered in England no. 2988368
Registered Charity no. 1042574

Registered office: 6th Floor, 2 London Wall Place, London, EC2Y 5AU UK

Mission

Our mission is to celebrate and foster diversity, equity, and inclusion within our organization and the broader community. We are committed to creating an environment where every individual, regardless of their background, feels valued, respected, and empowered to reach their full potential.

Purpose

The International Headache Society (IHS) is dedicated to nurturing, promoting, and safeguarding a culture that embraces diversity, equity, and inclusion (DEI). We firmly believe that assembling a society comprising individuals with diverse backgrounds, viewpoints, experiences, and capabilities enhances our strength and improves our society.

Our most valuable asset is our enriched human capital. The combined wealth of individual differences, life experiences, knowledge, creativity, innovation, national origin, physical and mental abilities, race, religion, sexual orientation, gender and talent that our members contribute to our society constitutes a substantial portion of not only our culture but also our reputation and Societies success.

Our Principles

At the IHS we are committed to fostering a diverse, equitable, and inclusive environment where all individuals, regardless of their background, can thrive and contribute to the advancement of headache science and innovation. We believe that embracing diversity in all its forms is not only a moral imperative but also crucial for driving excellence and achieving our mission.

Commitment to Inclusion & Diversity:

When addressing the topic of inclusion, we are referring to eliminating any perceived or tangible barriers to joining our Society, ensuring fair and respectful treatment, and providing equal access to all.

When addressing diversity, we are referring to being composed of the factors that make individuals similar or different from one another, including, but not limited to: background, experiences, capabilities, ethnicity, gender, age, sexual orientation, physical and mental abilities.

We recognize and value the unique perspectives and experiences that individuals from diverse backgrounds bring to our organization. We are dedicated to promoting diversity among our members, staff, and leadership positions. Our aim is to create an inclusive culture that embraces differences in race, ethnicity, gender, sexual orientation, age, disability, socioeconomic status, nationality, religion, language spoken, and other dimensions of diversity.

Equal Opportunities:

We are committed to providing equal opportunities for all individuals associated with our organization, be it in recruitment, helping in career development, training, and advancement. Discrimination of any kind will not be tolerated, and we strive to create a level playing field for everyone.

Inclusive Society:

We endeavor to maintain a welcoming and inclusive society culture where all individuals feel valued, respected, and supported. We actively seek to remove barriers that hinder the participation and engagement of underrepresented groups within our organization.

Bias Awareness and Mitigation:

We understand the existence of unconscious biases that may affect decision-making processes. Therefore, we promote awareness and offer training to mitigate biases in all aspects of our organizational operations.

Collaborative Partnerships:

In our collaborations and partnerships with other organizations, we seek to work with those who share our commitment to diversity, equity, and inclusion. We encourage the adoption of inclusive practices within the IHS community and beyond.

Data-Driven Approach:

We recognize the importance of well designed and constructed data in tracking our progress towards achieving diversity, equity, and inclusion goals. Regular assessment, tracking and reporting of our diversity metrics will help us identify areas for improvement and work towards achieving our goals.

Responsible Research and Innovation:

We strive to promote research and innovation that addresses and respects the different needs and concerns of diverse populations. We believe that diverse perspectives enhance the quality and relevance of scientific discoveries and their applications. Showing ecological respect to our world is also crucial for creating a sustainable future for all, including headache sufferers.

Coping with stigmatization

Addressing stigma is a crucial focus in achieving our vision on diversity, equality, and inclusion. IHS appreciates the diverse backgrounds, experiences, abilities, and identities of its community members, patients and other stakeholders, valuing them as valuable contributors. The commitment to continuous improvement through addressing stigma promotes a more inclusive and supportive community.

Continuous Improvement:

Our commitment to diversity, equity, and inclusion is an ongoing journey. We will systematically review and update our policies and practices to ensure they align with our values and the evolving needs of our scientific community.

By adhering to these principles, we aim to cultivate an inclusive environment where everyone can fully participate, collaborate, and succeed in advancing scientific knowledge for the benefit of society.