



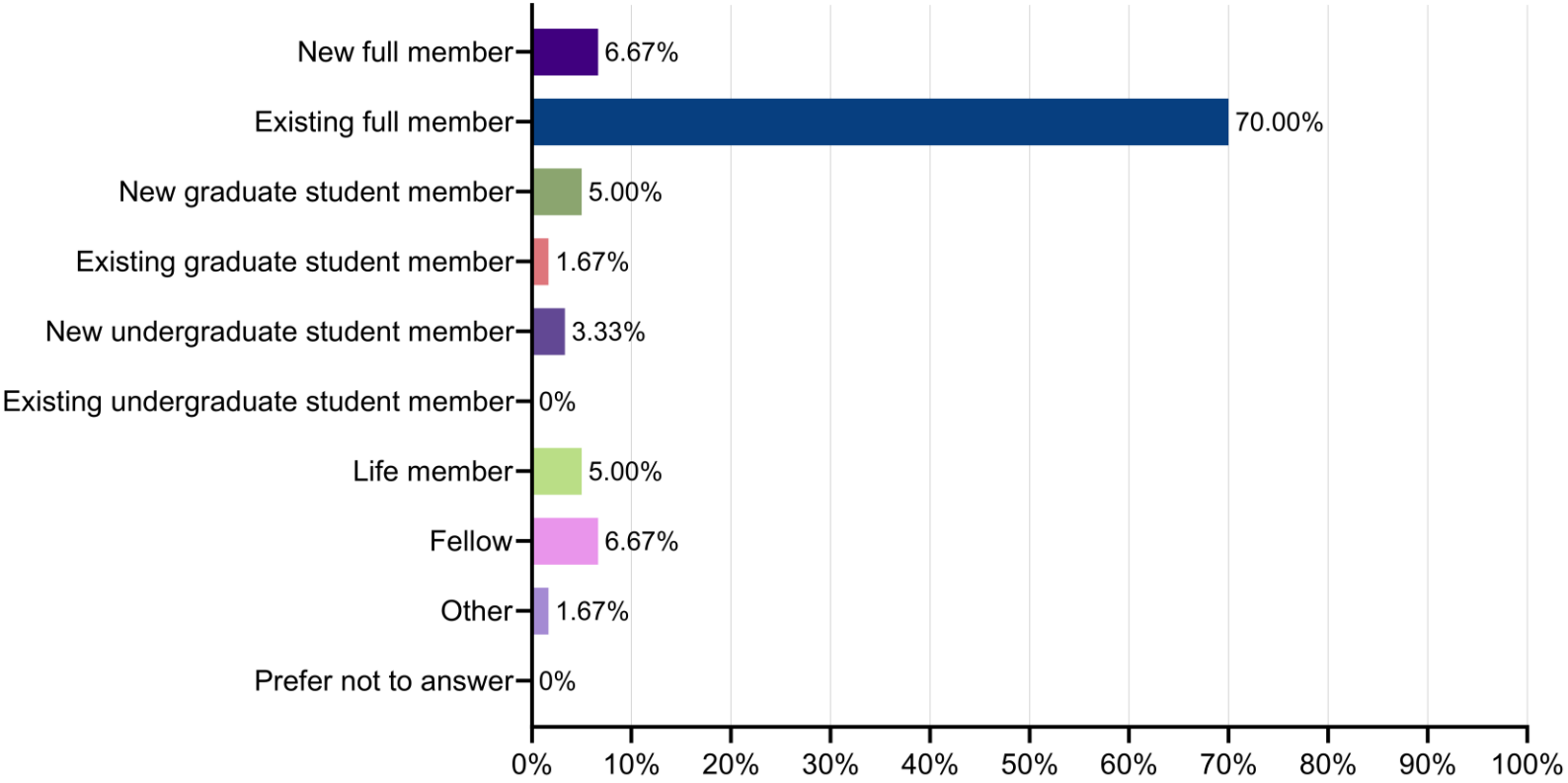
ASCEPT
EQUITY, DIVERSITY,
AND INCLUSION

ASCEPT Equity, Diversity, and Inclusion Survey

December 2025
58 responses

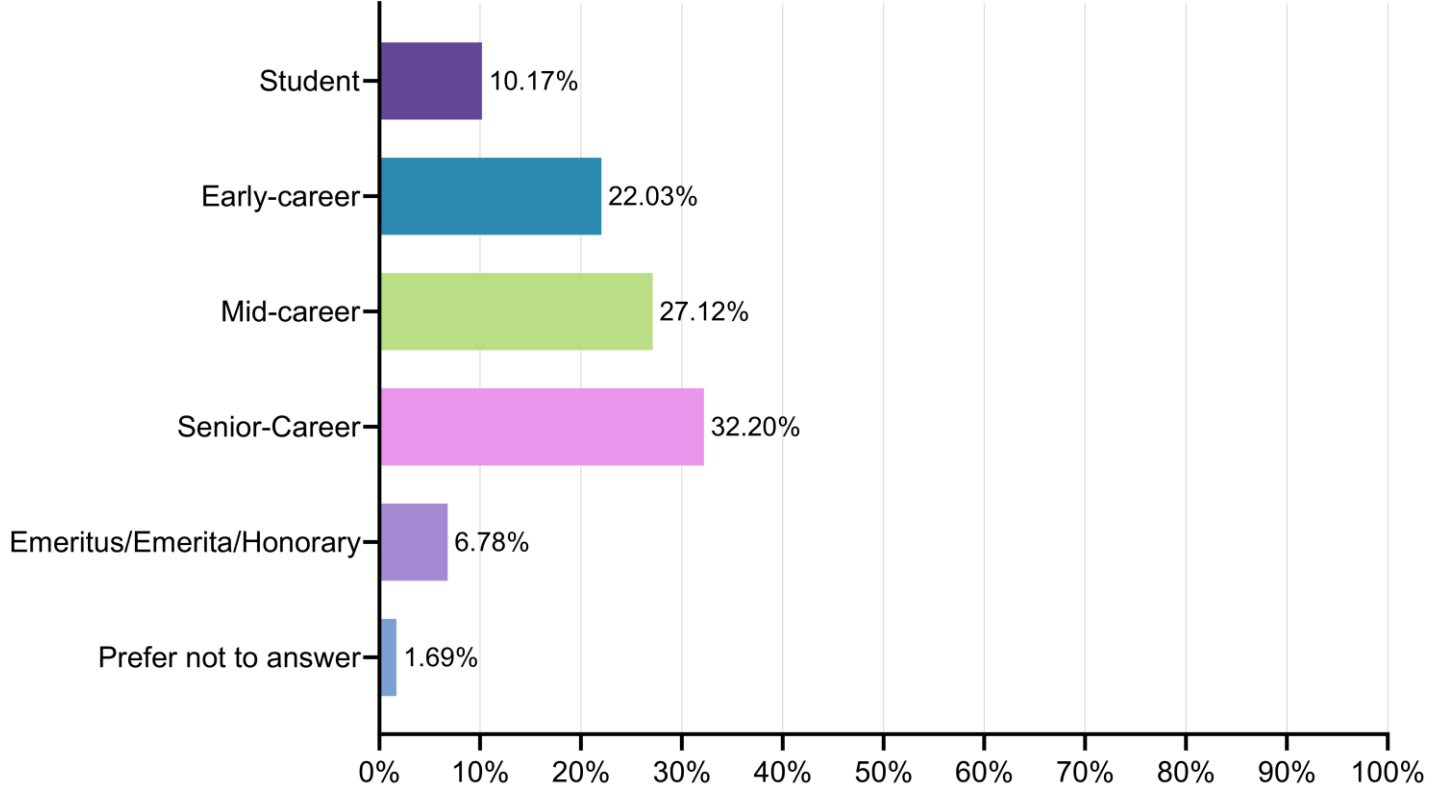
Q1. What is your ASCEPT membership status?

58 responses



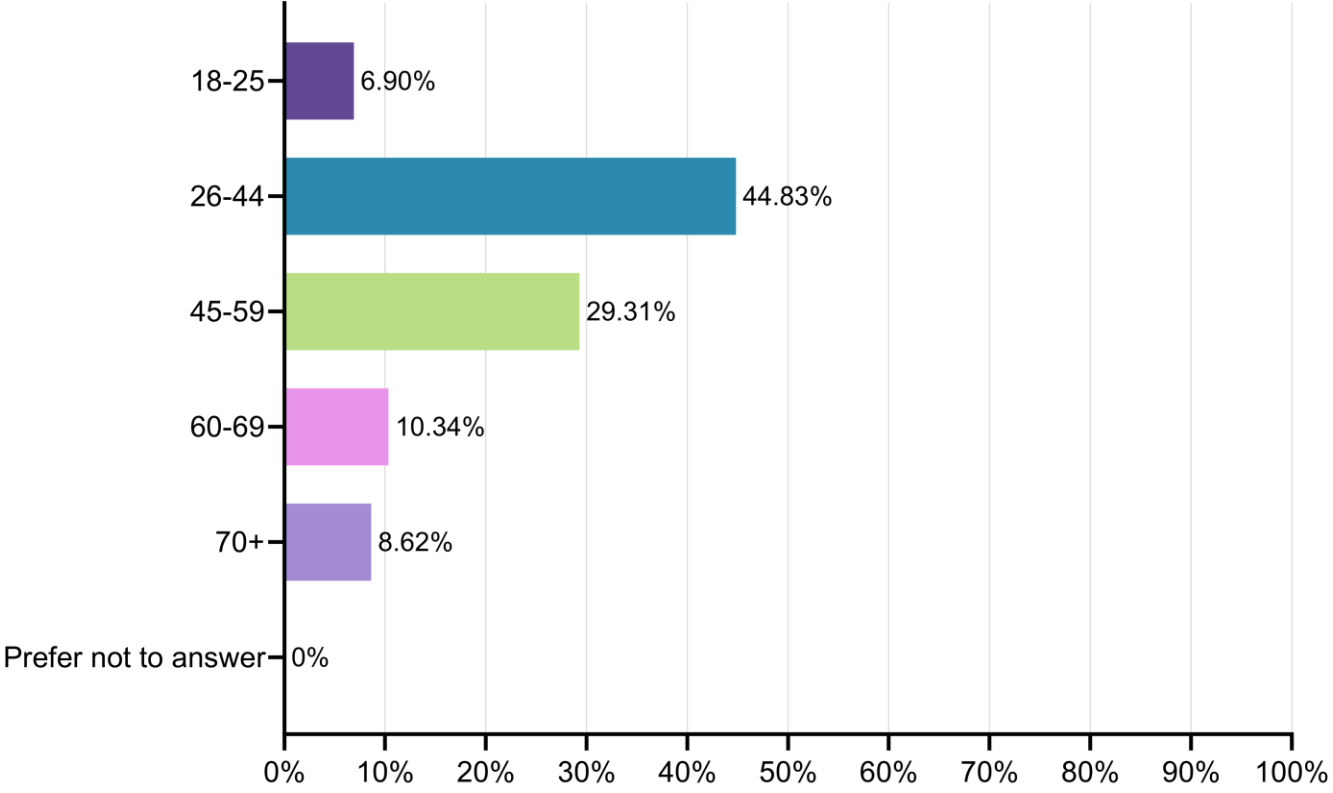
Q2. What career level do you consider yourself?

58 responses



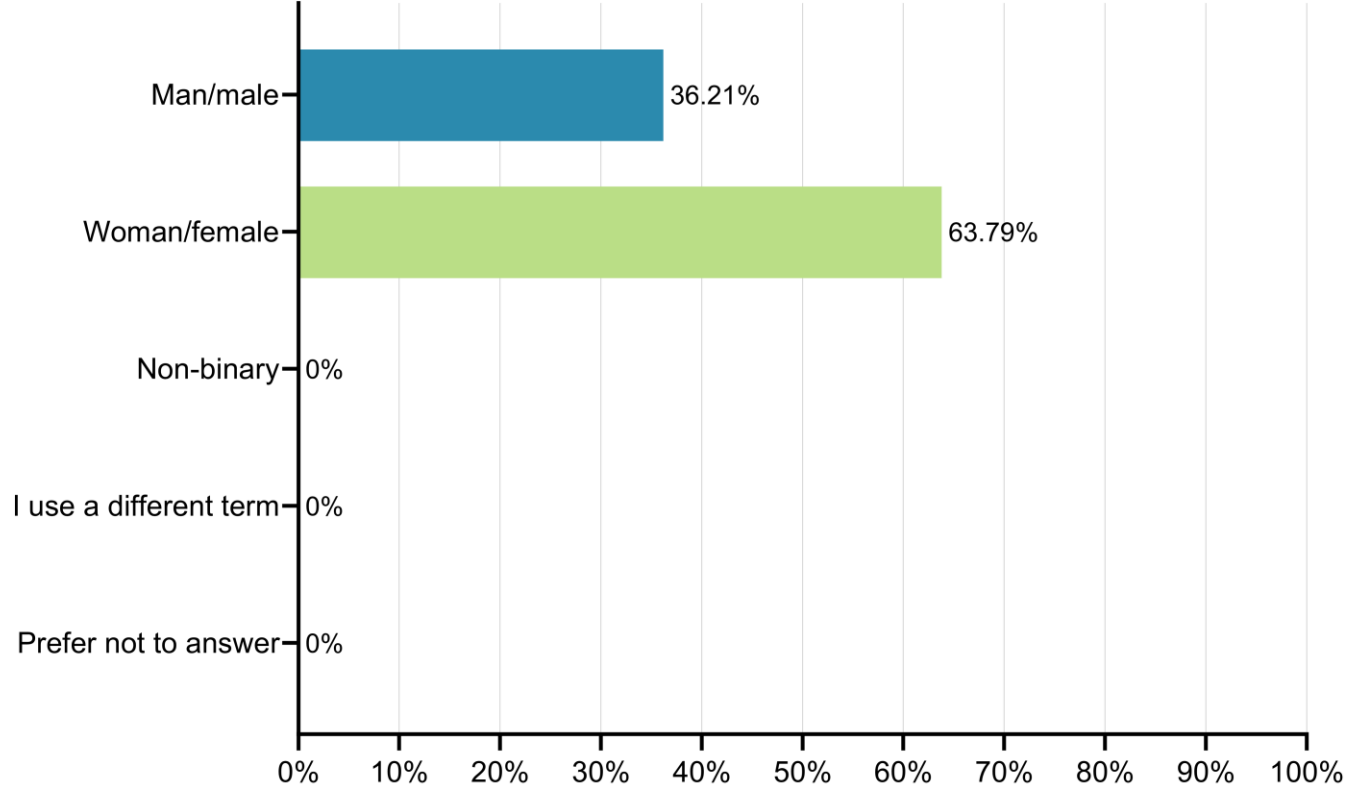
Q3. What is your age?

58 responses



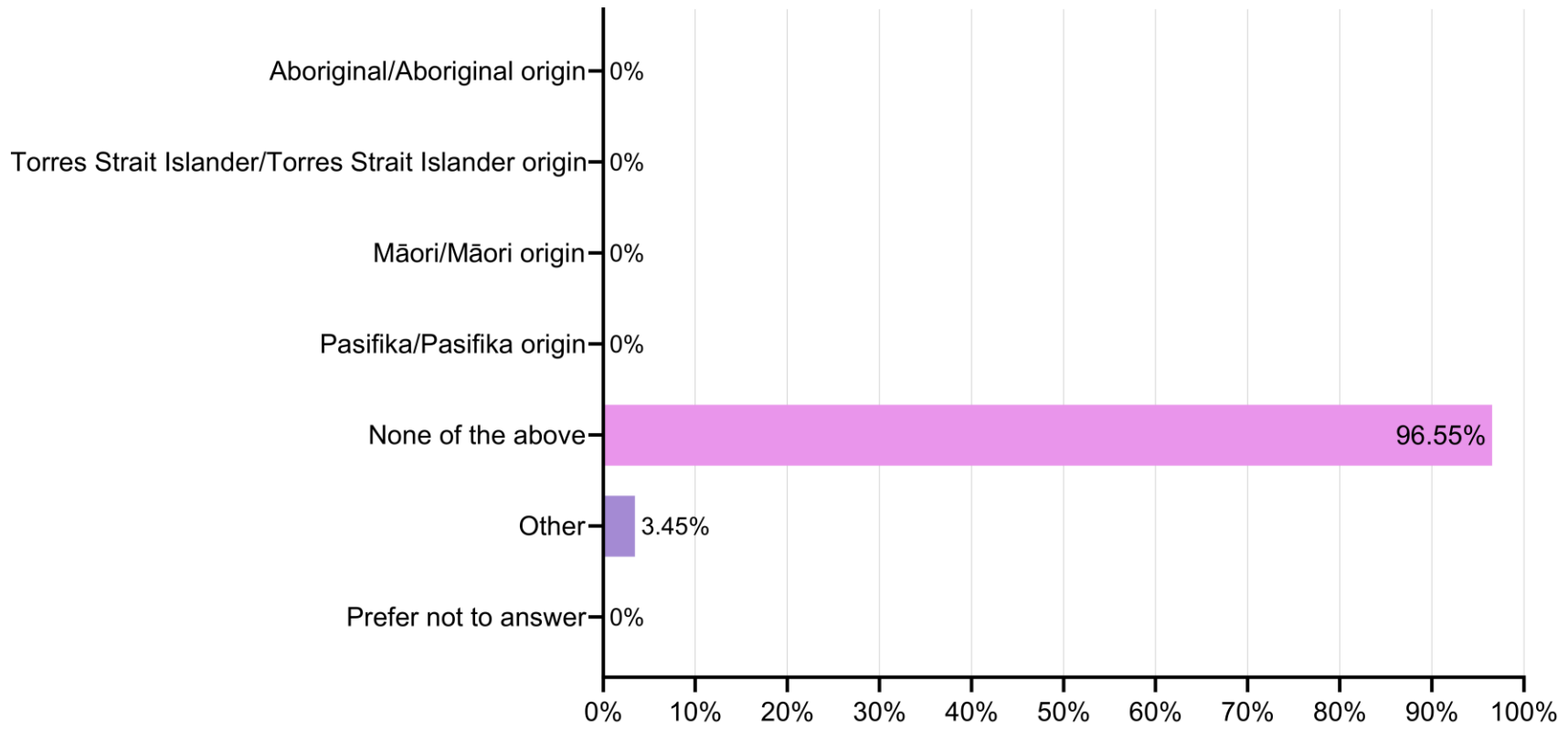
Q4. With which gender do you most identify?

58 responses



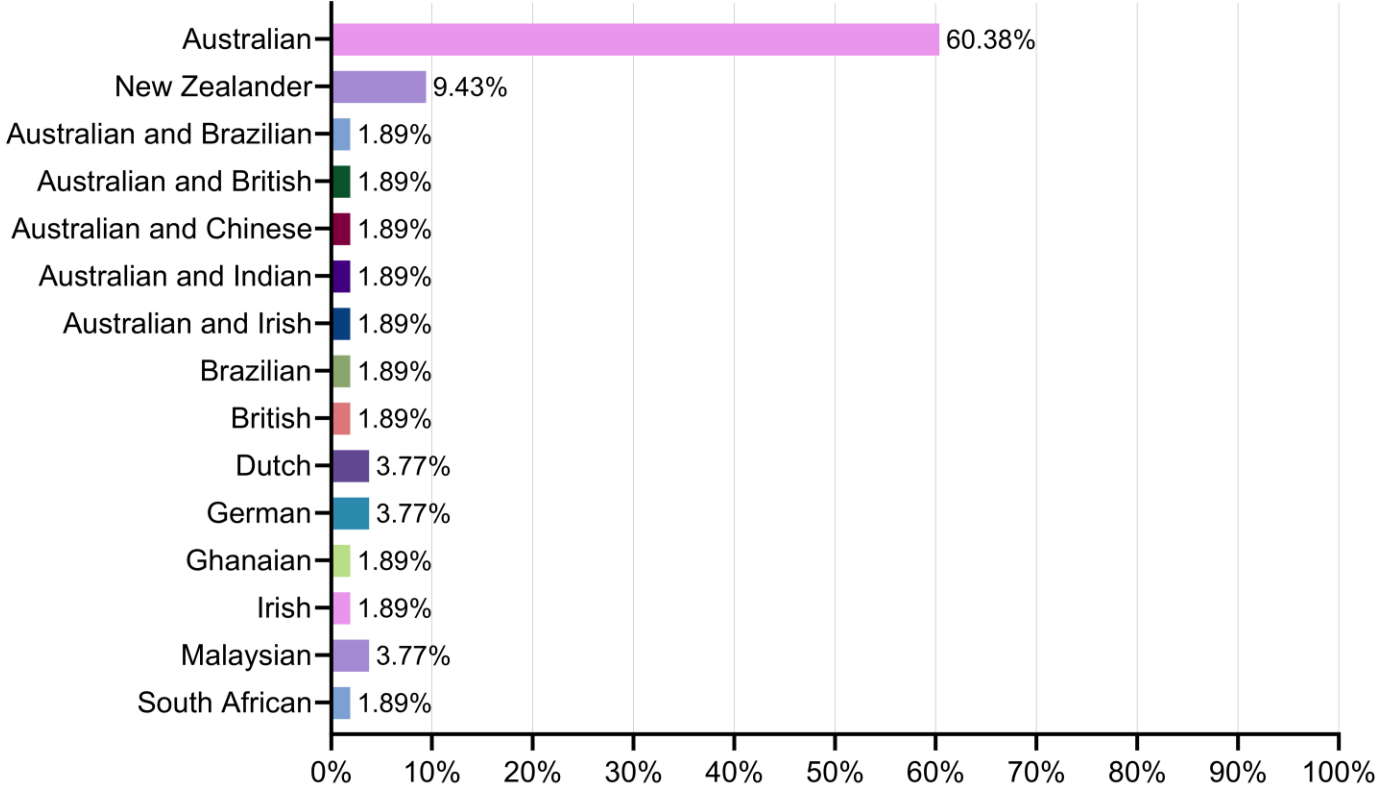
Q5. Which of the following best describes you?

58 responses



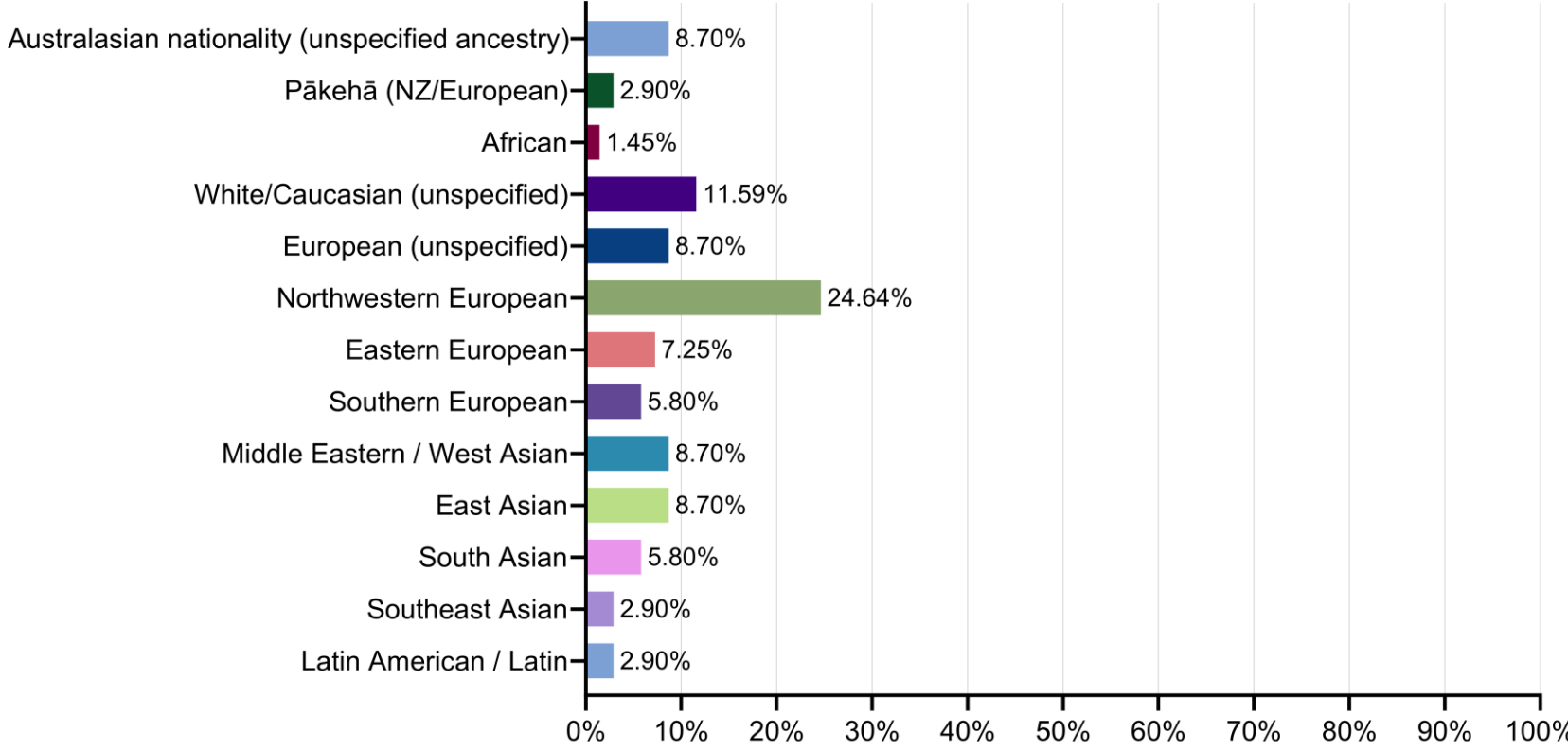
Q6. What is your nationality?

53 responses



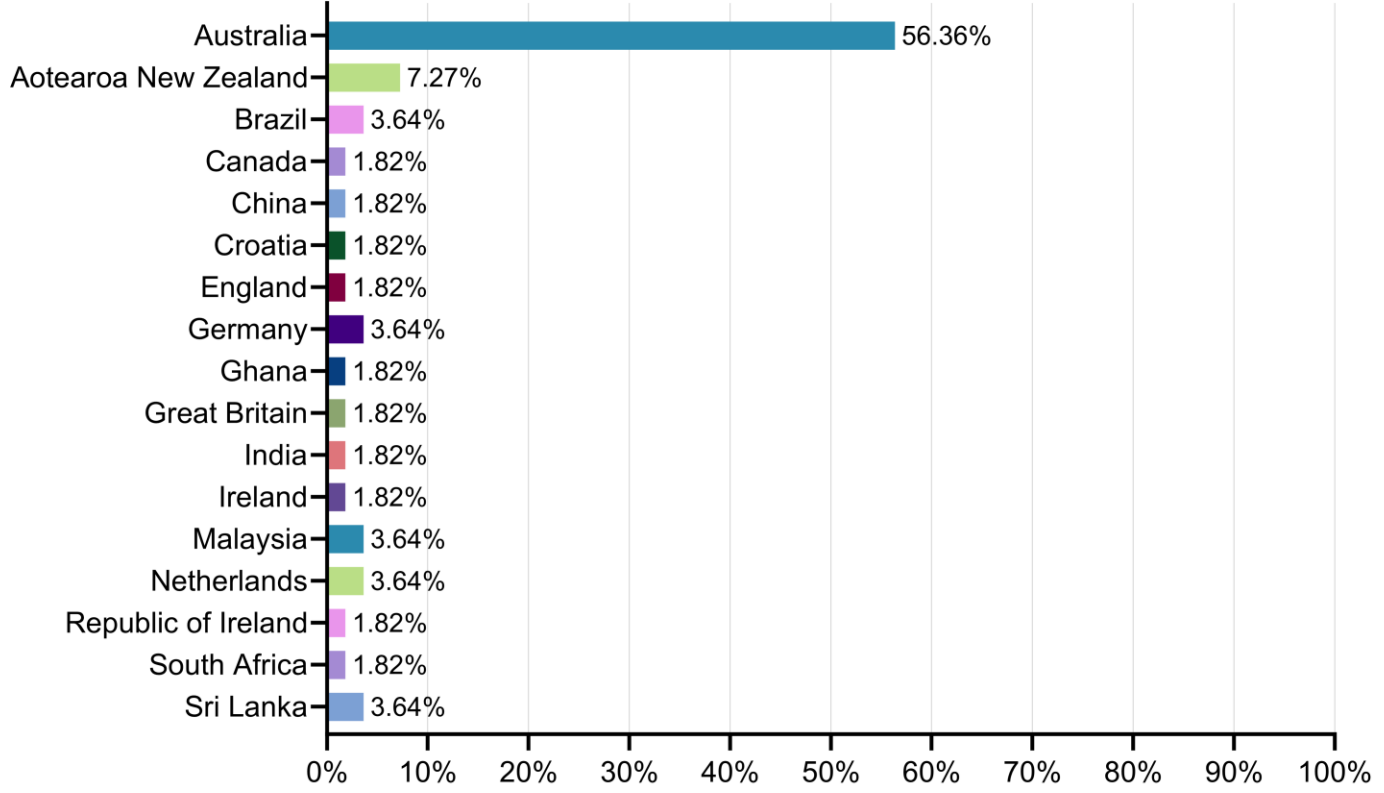
Q7. What is your cultural background (ethnicity)?

51 responses



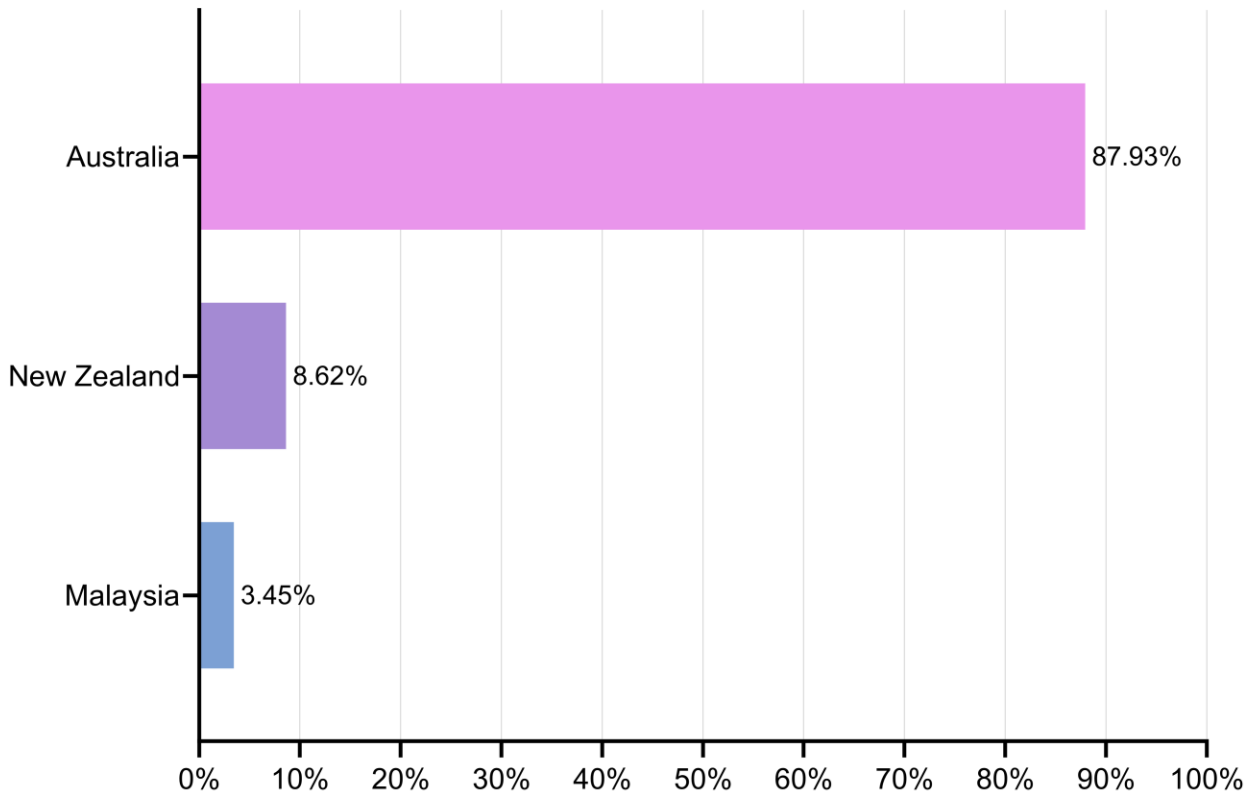
Q8. What is your country of birth?

55 responses



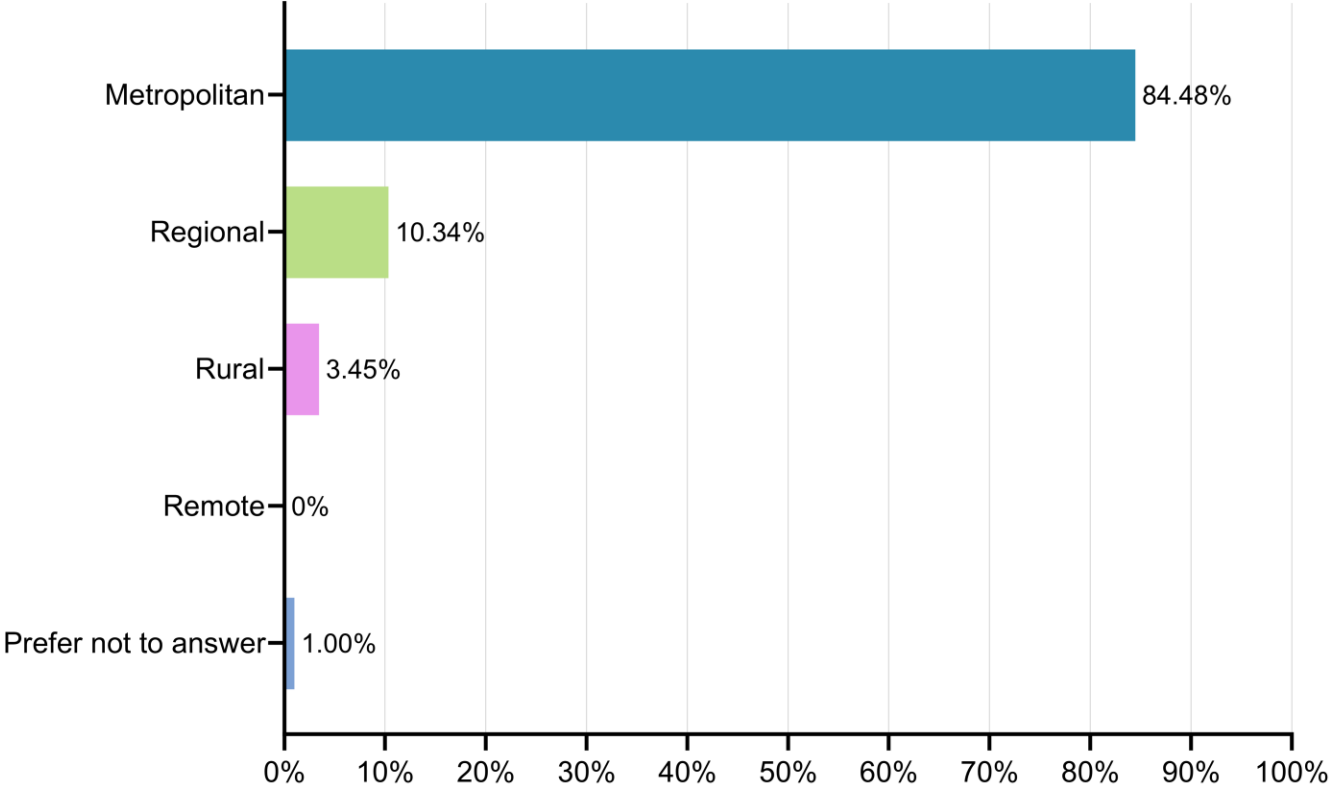
Q9. In which country is your permanent place of residence?

58 responses



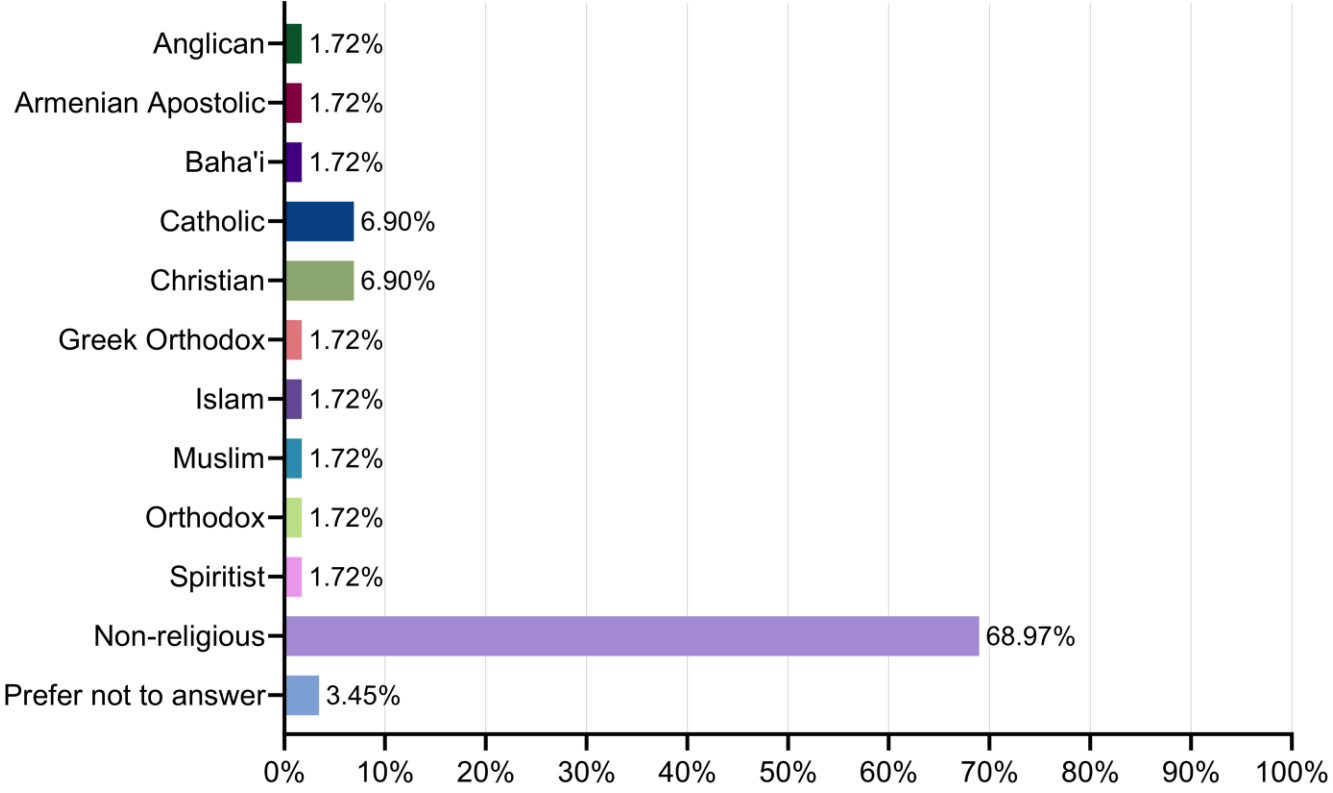
Q10. Which of the following best describes your permanent place of residence?

58 responses



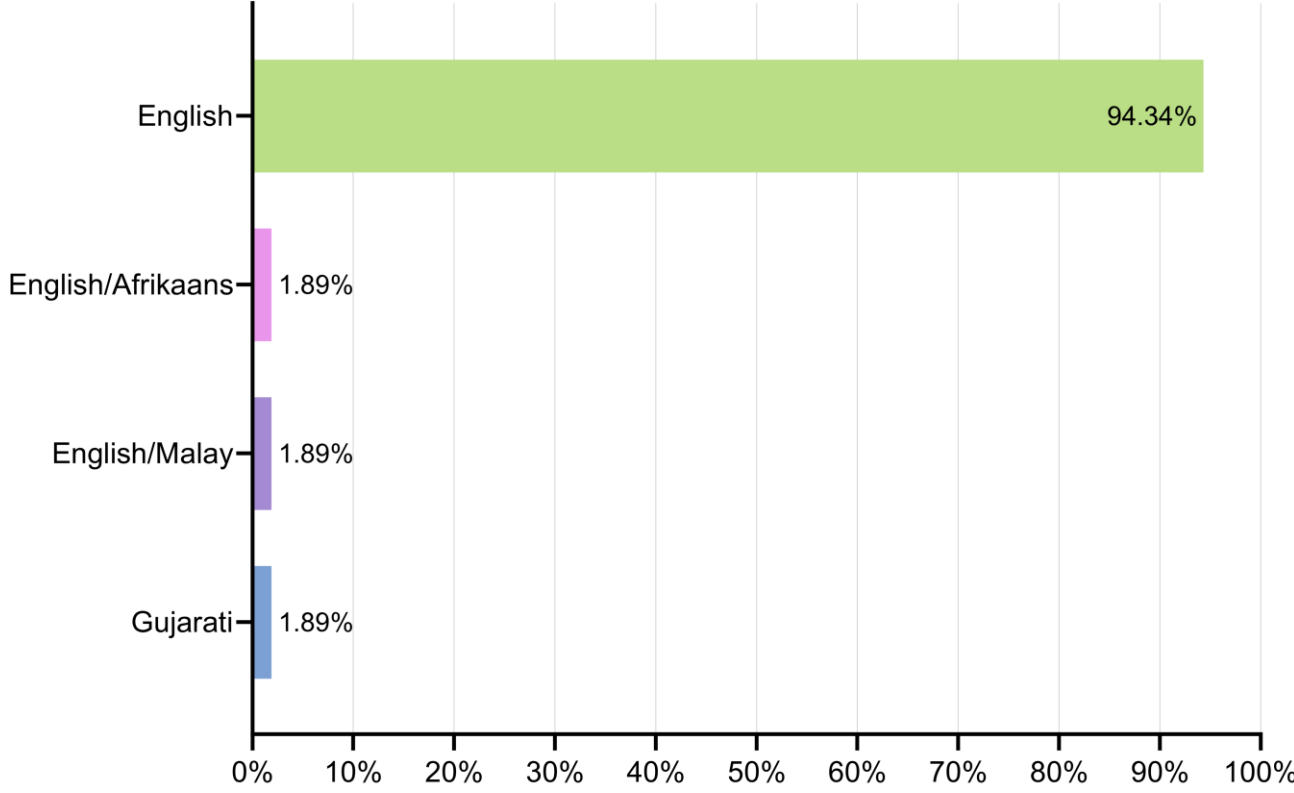
Q11. What is your present religion or faith?

58 responses



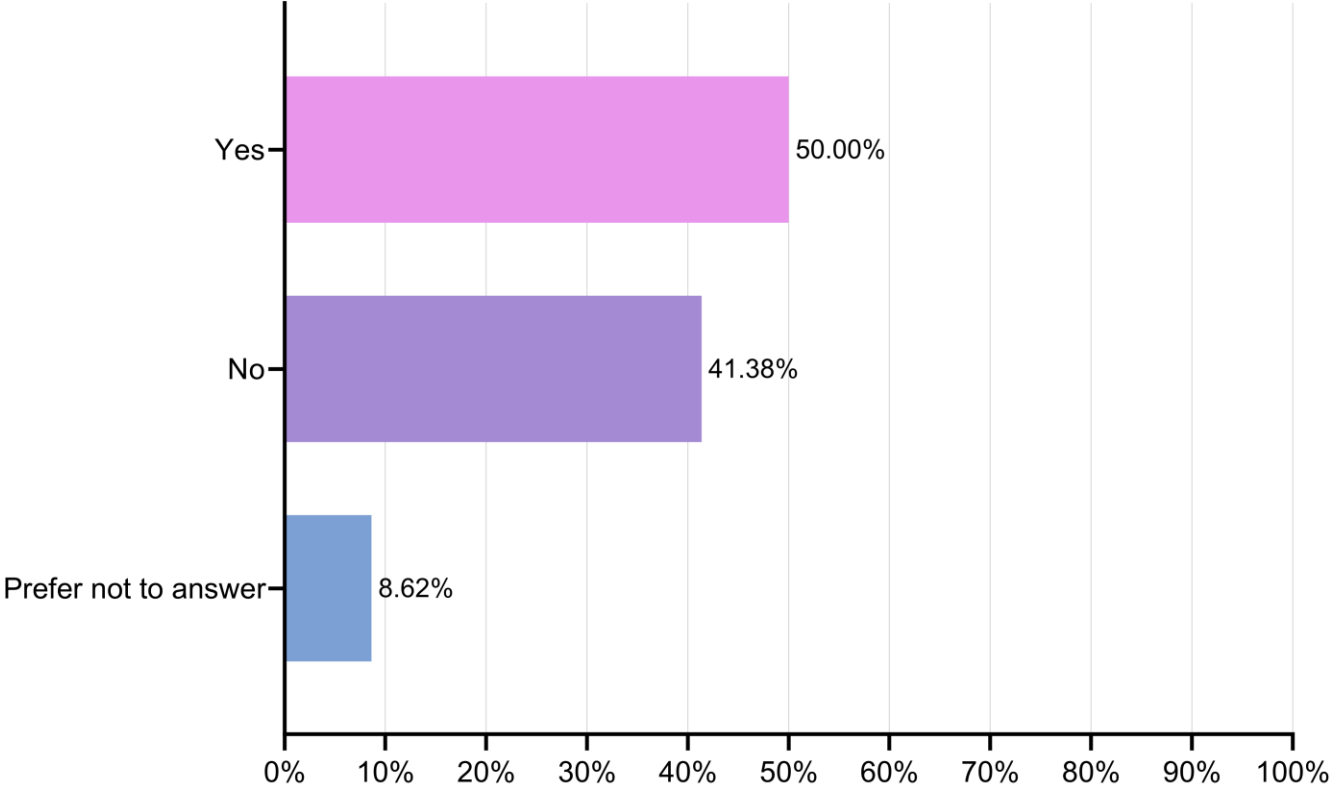
Q12. What is your preferred language?

53 responses



Q13. Do you speak more than one language?

58 responses

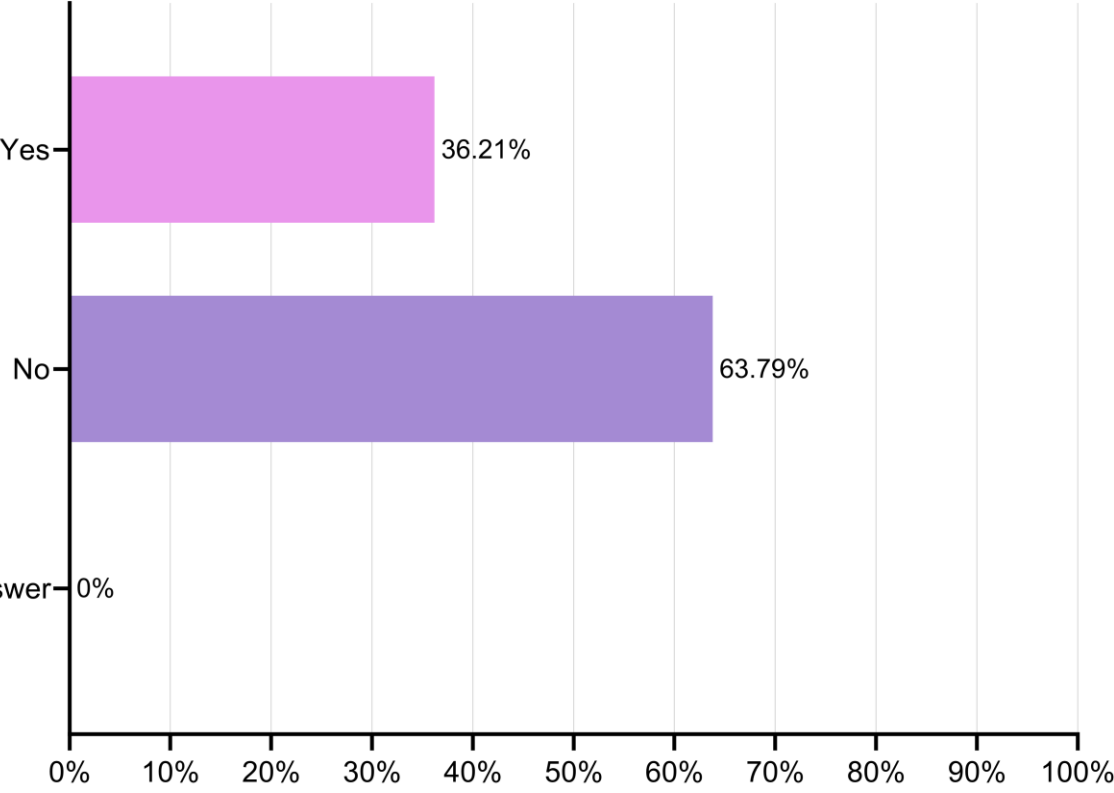


Languages spoken:

- Afrikaans
- Arabic
- Armenian
- Asante-Twi
- Brazilian Portuguese
- Cantonese
- Chinese
- Croatian
- Dutch
- English
- Farsi
- French
- Gaeilge
- German
- Greek
- Gujarati
- Hindi
- Irish
- Malay
- Mandarin
- Persian
- Portuguese
- Sefwi
- Serbian
- Sinhalese
- Tamil
- Telugu
- Ukrainian

Q14. Do you have caregiver responsibilities?

58 responses



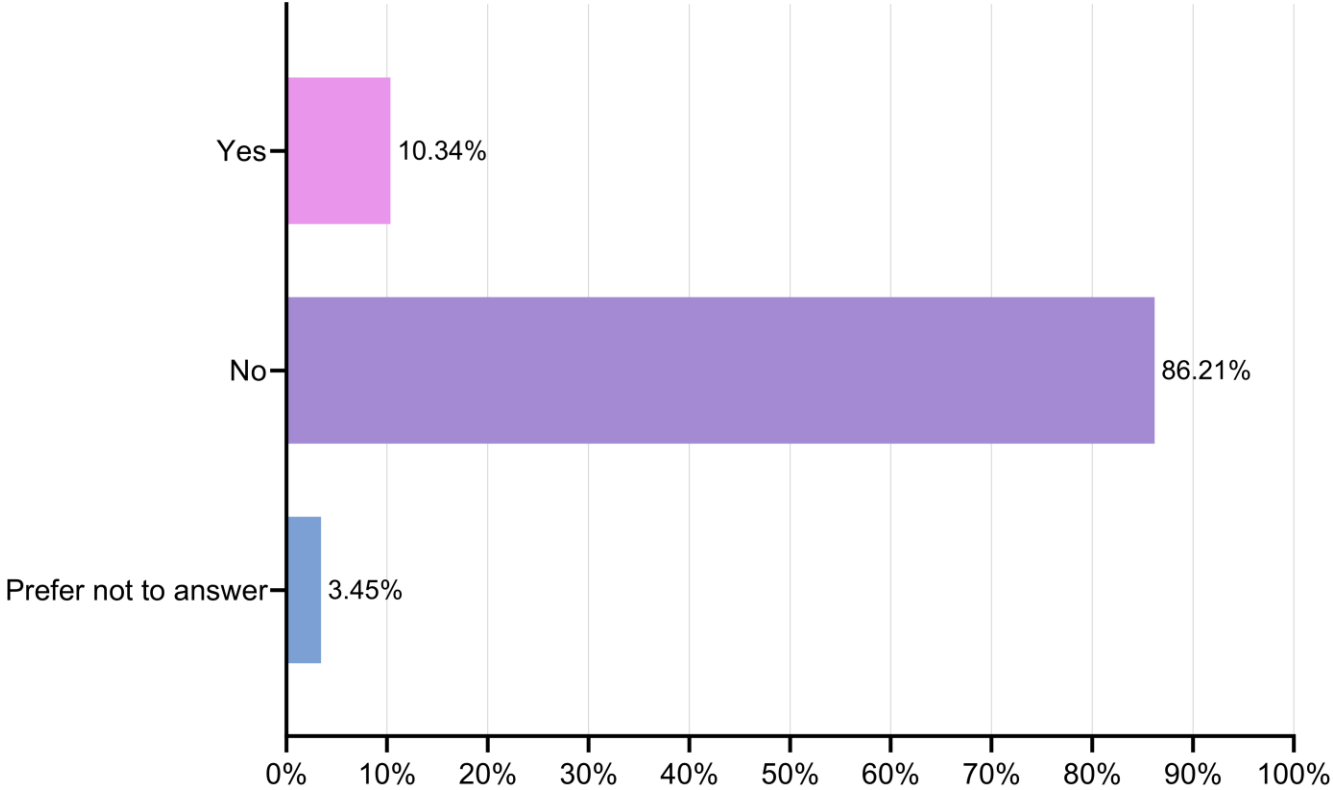
Caregiver responsibilities:

- Children - additional needs / Disability
- Children - school aged (approx age 5-12)
- Children - early childhood (approx age 0-4)
- Adult dependant child
- Adult with disability (non-child)
- Elderly / unwell parents
- Dependants - unspecified

Grouped from 10 responses

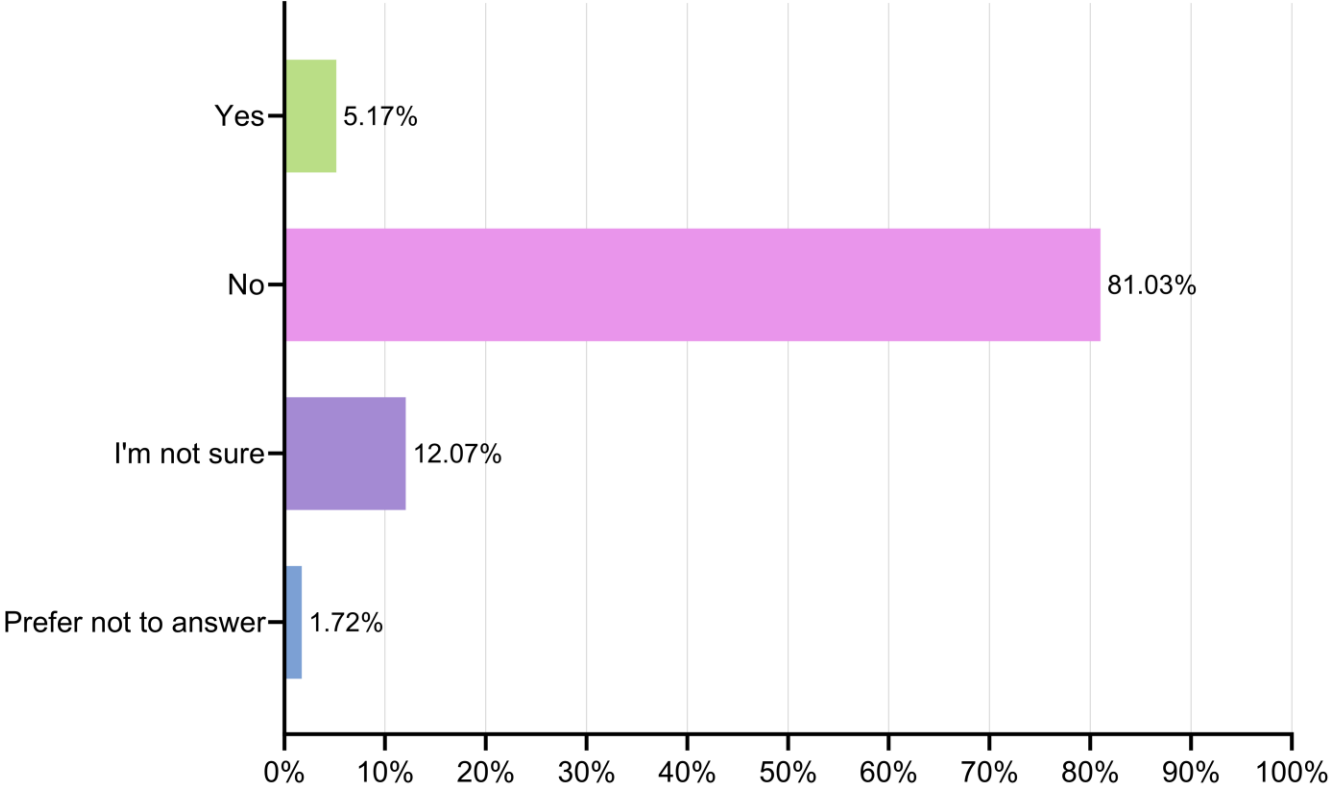
Q15. Do you identify as a person with a disability or other chronic condition?

58 responses



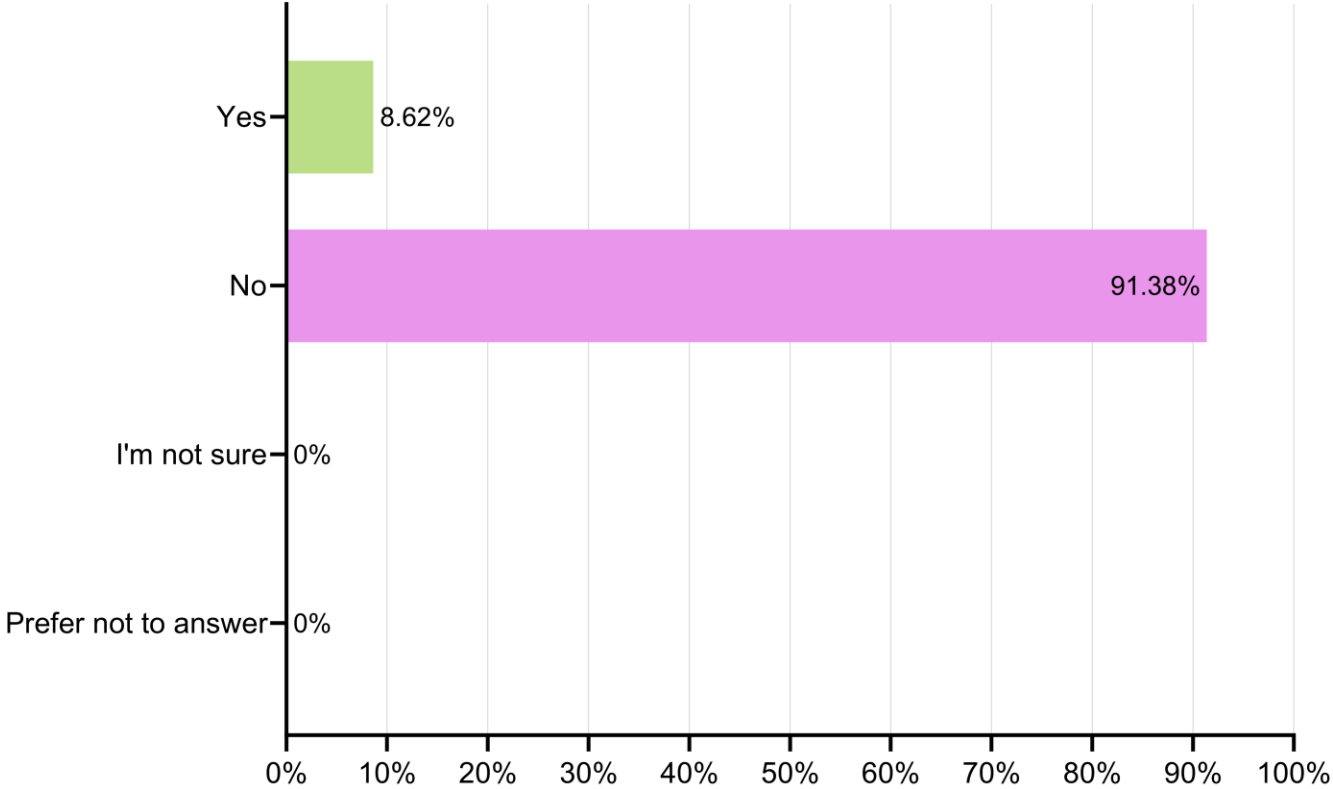
Q16. Do you identify as neurodivergent?

58 responses



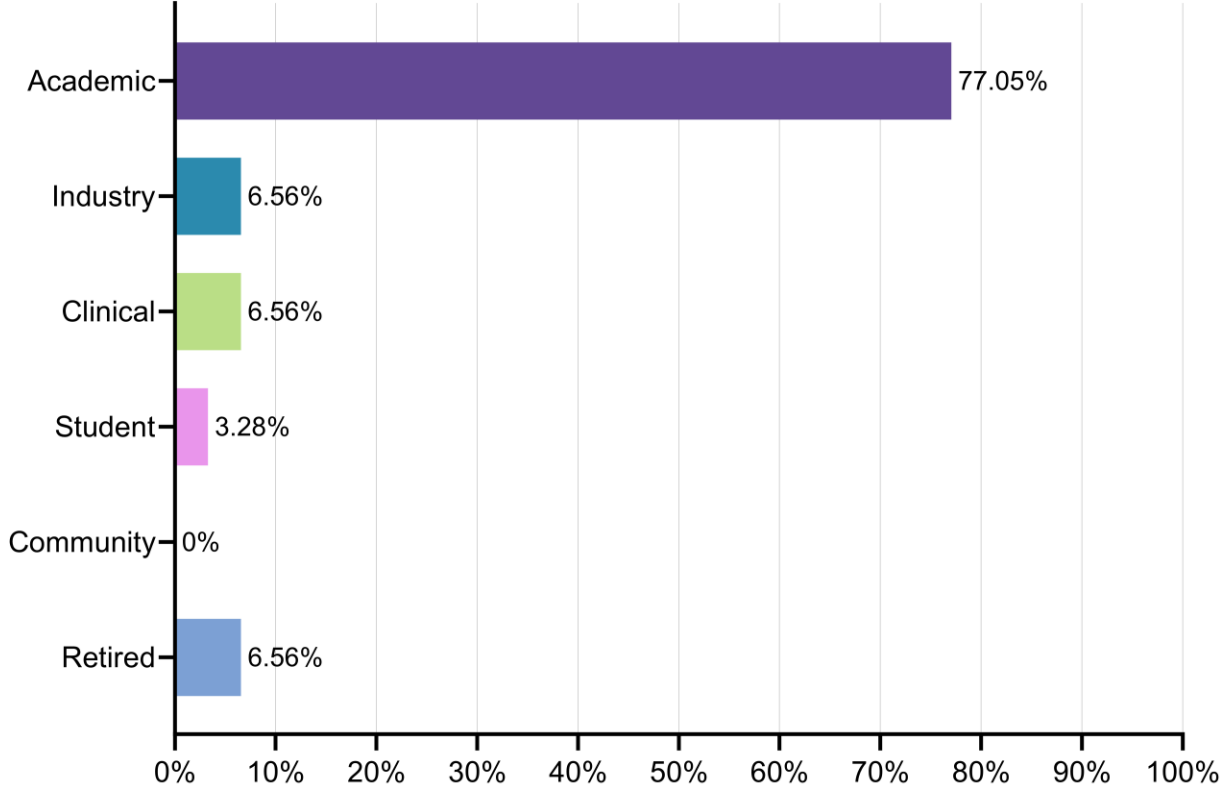
Q17. Do you identify as a member of the LGBTQIA+ community?

58 responses



Q18. How would you describe your current position?

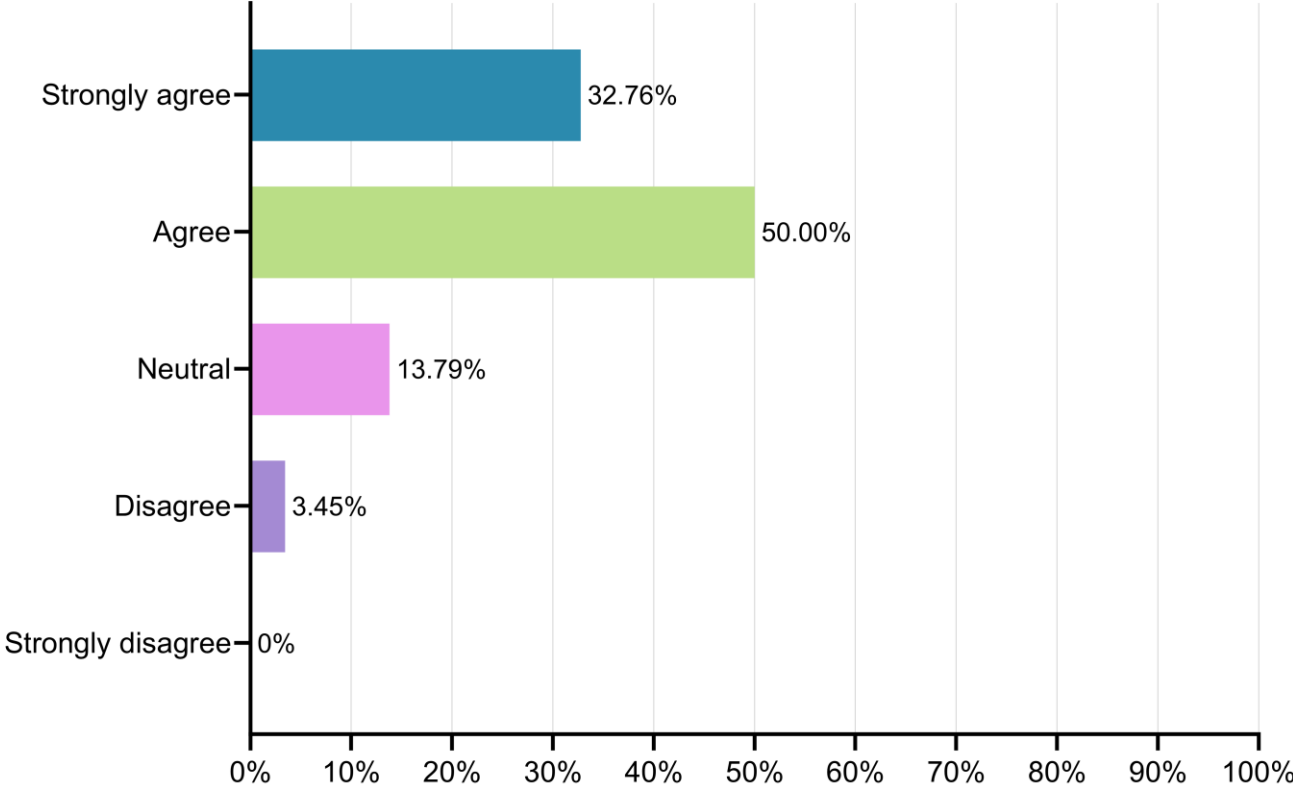
58 responses



Q19. To what extent do you identify with the following statement?

“The activities of The Australasian Society of Clinical and Experimental Pharmacologists and Toxicologists currently demonstrate a commitment to equity, diversity and inclusion.”

58 responses



Q20. Please elaborate on your opinion of ASCEPT's commitment to equity, diversity, and inclusion. (slide 1 of 2)

21 responses

- ASCEPT events are organized by people from different cultural background. The events sessions are chaired by individuals from several backgrounds.
- They are inclusive and don't discriminate people based on their ethnicity, gender or religious beliefs
- Although I am retired and not very 'hands on', I see features that suggest strong commitment.
- I haven't seen a demonstration of strong commitment in person at the one conference I went too, but I see the activity of the EDI incentives.
- More often than not, the composition of the ASCEPT Board is firmly on the Sydney-Melbourne axis, with a smattering of others. There appear to be only 3 individuals who might identify as people of colour. It is an unpleasant reality that voting will always favour the large universities, which means that other voices are not well represented. Universities that once had good representation have fallen by the wayside. From conversations that I've had, there is a perception that ASCEPT no longer serves their needs and that other societies provide greater benefits. There is also a perception by some members with whom I've chatted that there is a degree of cronyism that is worrisome (e.g. someone who holds one executive position transitions to another without an intervening delay, keeping everything "in the club"; someone can stay a director for a full decade or more, which decreases opportunities for others begging the question of why there aren't term limits that are meaningful).
- Since 2010 ASCEPT has had only 2 female presidents. Just 4 of ~17 the ASCEPT fellows are women. Lots of policies on EDI and it seems like targeted awards so that seems like progress.
- COI - was involved in initiating the EDUI policy and have seen it develop strongly over the last few years.
- Aware of a committee promoting EDI in ASCEPT and information via mtgs and newsletters
- Careful attention to diversity in leadership and conference programming
- Not sure, but I have never encountered or noticed any prejudiced behaviour in ASCEPT.
- I hope Ascept will be able to cater to more diverse people.
- I have been genuinely impressed with the commitment of ASCEPT to EDI - the standard has been set at board level, with integration of an EDI member, and is visibly permeating through activities (ie via coimunications and workshops/sessions at ASM).

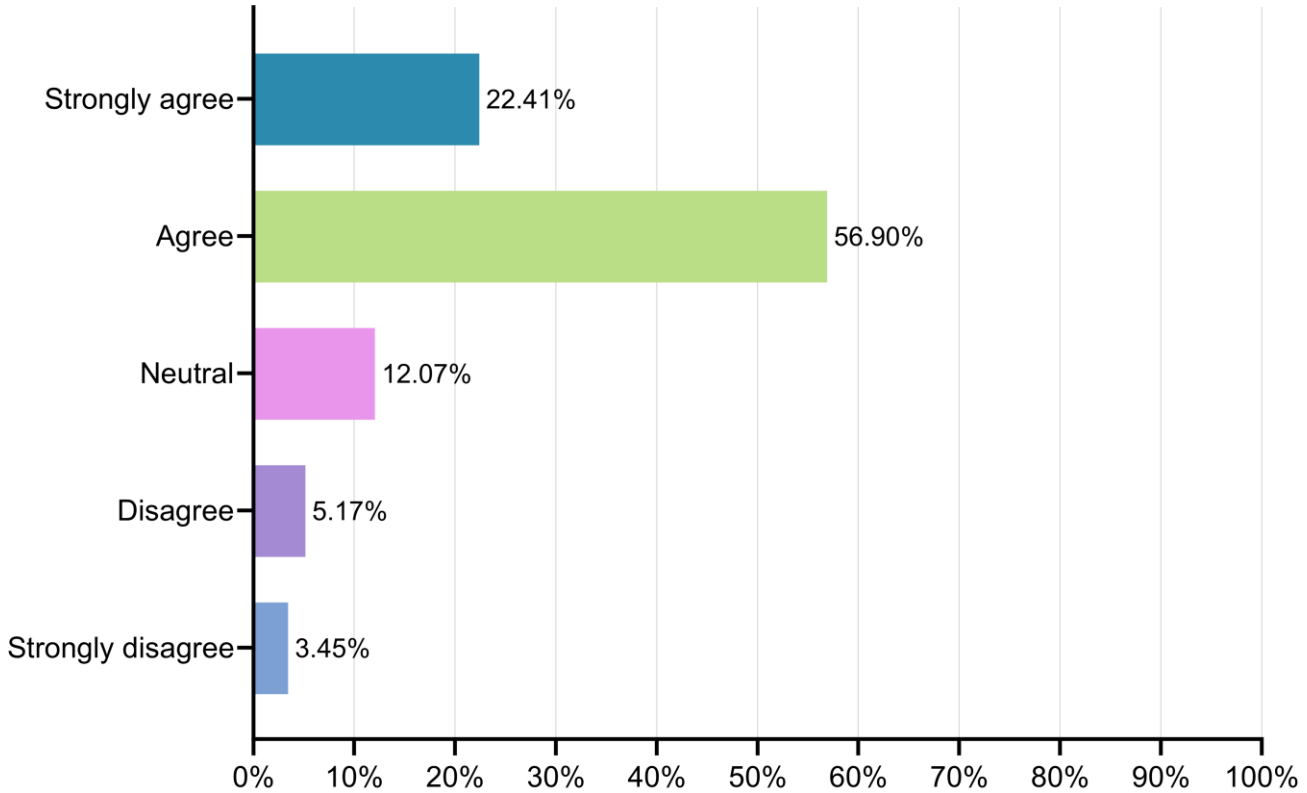
Q20. Please elaborate on your opinion of ASCEPT's commitment to equity, diversity, and inclusion. (slide 2 of 2)

- I only just joined and have no idea what your equity and diversity framework, etc., is like.
- In 2024, Expert event did a great job ensuring there were prayer rooms close to the conference venues and that there were halal options for lunch
- The new EDI initiatives are helping bring about a considered approach to EDI
- I haven't seen anything to demonstrate a commitment, nor a lack of commitment. Having said that, many activities are dominated by old white males (like me).
- no information available to comment
- Not aware of much about
- I'm delighted to see the establishment and continuation of the EDI committee having been an early driver of the initiative
- all good
- There's a good gender balance across chair people and presenters and people from a range of ethnic backgrounds.

Q21. To what extent do you agree with the following statement?

“All members have equitable access to opportunities available through The Australasian Society of Clinical and Experimental Pharmacologists and Toxicologists' initiatives.”

58 responses



Q22. Please elaborate on your opinion of equitable access to opportunities available through ASCEPT initiatives.

14 responses

- costs for students, junior members can be challenging
- That is my feeling, but I don't really know.
- It is the perception of members with whom I've spoken that opportunities are generally given to those who are "in the club", particularly if they are from the same institution as those already established on the ASCEPT Board or chairing key committees.
- Most activities focused on and based in Australia. Consistently higher cost to meeting attendance to those based in NZ and our budgets for travel are already lower
- ASCEPT in simple terms promotes EDI
- Unaware that this is not the case and strongly object if it is not
- Some excellent programs that support people from all backgrounds
- Partially equal
- As far as I can tell there is equitable access to opportunities.
- See above
- See above
- See 20 above
- As a society, we have tried to improve equity of access to opportunities, and I'm delighted to see increased diversity on SIGs and on the board (you can't be what you can't see) but there is still room for more improvement
- nice

Q23. In your opinion, what could the Australasian Society of Clinical and Experimental Pharmacologists and Toxicologists Equity, Diversity, and Inclusion committee do to improve equity and inclusion in relation to the above questions? (slide 1 of 2)

17 responses

- Perhaps ASCEPT could promote and encourage diversity by creating avenues for research that focus on diversity. For example, awards/presentation session could be created for research that focus on diversity.
- offer more reduced rates
- I don't believe that there is anything that the EDI committee can do, and in point of fact, it generally feels as if the EDI committee is a toothless tiger that exists for ASCEPT to tick a box.
- I think the current system is good in that it doesn't require anyone to disclose personal identity information. However, I'm not sure how public that information becomes if someone chooses to include it in their profile. It might help to clarify how identity data is used and shared so people can make informed choices, especially for those who are happy to provide information but prefer it to remain private. For example, it could be useful for internal purposes like ensuring diverse representation among chairs or judges without necessarily making those identities public or framing individuals as representatives of specific groups unless they want to be. Apologies if this is already outlined, it has been a while since I checked.
- We have big ethnic gender pay gaps in NZ universities. External leadership is important for career progression. Consider ways to encourage more representation of women of colour in your leadership roles.
- I think ASCEPT is at forefront
- Keep promoting EDI; confidential reporting system that allows complaints/concerns to be submitted/dealt with
- Look at who gets the prestigious awards - these do not always reflect the diversity of the membership base
- I feel we can engage our under-graduate students better.
- Maintain visibility - including at ASMs.

Q23. In your opinion, what could the Australasian Society of Clinical and Experimental Pharmacologists and Toxicologists Equity, Diversity, and Inclusion committee do to improve equity and inclusion in relation to the above questions? (slide 2 of 2)

- See above
- More equitable and balanced committees, panels, plenaries and chairs.
- no suggestions
- More promotional activities
- keep breaking those barriers!
- We are yet to see a decent level of diversity for recipients of our most senior awards and recognition. Have we asked (I guess this survey is seeking to do this) what those with carer/parental roles, disabilities, different cultural backgrounds etc would feel provided improved access to opportunities both as part of the ASM and their membership in general
- none

Q24. Are there any barriers that prevent you from attending the Australasian Society of Clinical and Experimental Pharmacologists and Toxicologists Annual Scientific Meeting? What are these barriers and how could ASCEPT improve this aspect? (slide 1 of 2)

25 responses

- no, but in general it would be funding. An academic as a capped amount of funding for travel/conference attendance. So sometimes you have to choose not to go to ASCEPT conference because of attending another conference
- Cost, location. It would be great to have online registration
- I am retired and live in NZ. I have less need to attend than when 'working'. I am aware of climate change. and avoid travelling when possible.
- The main barriers are the tyranny of distance and a lack of funding support from my institution. As for what ASCEPT might do, stretching beyond the Sydney-Melbourne axis would be a good start. Excluding the COVID years and this year, 6 /12 meetings were in Sydney or Melbourne, with 2 overseas (Hong Kong & Queenstown) and only 4 in other Australian cities (Perth, Brisbane, Adelaide, Hobart). It's been 10 years since we were in Hobart, 8 since Brisbane, and 7 since Adelaide. That said, I don't believe anything will change, given that I've heard members from Sydney and Melbourne say that travelling to Perth, for example, is "too far", and often they won't even attend the meeting. I have no doubt that these same individuals wouldn't hesitate to travel to Europe or North American for a conference. I would love to see a policy that stipulates that we need to move the meeting around more but if the people who are making the decisions are the people in the Sydney-Melbourne axis, it is highly unlikely that this will ever happen.
- Not currently, main thing is cost if you dont have amazing enough data and arent from a rich lab so if there is enough budget maybe more travel grants? However, budgeting seems to be tough across all avenues and costs of running conferences is also increasing.
- Caregiver duties and cost.
- Cost of travel and accommodation.
- None
- None - was difficult when I had school aged children where missing their end of school year activities was not good
- I am in private practice and self-funded

Q24. Are there any barriers that prevent you from attending the Australasian Society of Clinical and Experimental Pharmacologists and Toxicologists Annual Scientific Meeting? What are these barriers and how could ASCEPT improve this aspect? (slide 2 of 2)

- None
- no
- Cost, as the ASM is rarely held in Aotearoa New Zealand. I don't think there's anything else to be done to improve this, given that ASCEPT does include Aotearoa New Zealand in the ASM rotation on a similar schedule to those parts of Australia not located on the Eastern seaboard (e.g. Perth).
- The cost and caring responsibilities
- No
- No.
- Nope.
- Difficult for students to attend for financial reasons. Increased student funding may help.
- No
- distance to travel and related costs
- yes, age and osteoarthritis
- Funding issues
- No
- cost
- The cost. Registration has gotten really high. We don't have funds to pay out of grants to attend so are now in the position of self funding conferences and doing tax deductions the following year.

Q25. In your opinion, is there anything Equity Diversity and Inclusion-related that has not been captured by this survey? Leave this field blank if you prefer not to answer.

11 responses

- I am not sure if positive discrimination is operative or not. i.e. making up for previous bias/prejudice.
- Looks good
- No
- no
- Given that this survey has been sent to Aotearoa New Zealand members, review/ratification of the ethics approval by a committee in this jurisdiction would have been preferable. Given the small size of the local membership, some of the questions could potentially lead to accidental identification of participants.
- Not that springs to mind.
- Nope.
- No
- No
- Not thank I can think of
- none