



SPIE, the international society for optics and photonics (spie.org) has never precluded membership or participation to any group in the optics and photonics community. However, implicit bias and a lack of conscious planning often results in a lack of recognition of our colleagues from diverse backgrounds. While gender is only one aspect of diversity, it is SPIE's goal to address and increase diversity, foster equity and support inclusion in SPIE activities and the broader optics and photonics community.

SPIE Events

SPIE will be hosting events at more than a dozen SPIE Conferences in 2019. The year starts off with [SPIE Photonics West](#), held in San Francisco CA, 2-7 February. Events for this meeting follow:

- Sunday (3 Feb) 10:00-12:00 Women Communicating with Confidence course
- Monday (4 Feb) 10:00-12:00 Women's Salary Negotiation course
- Monday (4 Feb) 4:00 Friends of Bill (AA) meeting
- Monday (4 Feb) 5:00-6:30 **Improving Research Culture: How Photonics Benefits with the Full Spectrum of Scientists**, Debbie Chachra, Olin College. This evening will begin with a presentation that demonstrates some of the ways that bias, and exclusion have shaped scientific research and our understanding of the world. It will then delve into how our awareness of this can lead to better science and better results. Reception follows.
- Monday (4 Feb) Women's Executive Meetup 6:30-7:30
- Tuesday (5 Feb) 6:00-7:00 LGBTQ Social
- All week - Quiet room for Prayer, nursing mothers, yoga

Policies

SPIE Code of Conduct and Anti-Harassment Policies have been updated and are prominently displayed at all SPIE Conferences and on our website.

Child Care Grants

SPIE believes that parents should have an equal opportunity to share their research and participate in conferences and symposia. The 2019 [SPIE Photonics West Child Care Grant](#) is designed to supplement the cost of childcare for SPIE Members who are registered to attend our largest annual meeting. Grants of up to \$500 will be made in the form of reimbursements for expenses related to childcare of children under the age of 13 during the duration of the meeting.

SPIE Diversity Outreach Award (Inaugural presentation in 2020)

The SPIE Diversity Outreach Award is presented to an individual who has made outstanding contributions to promoting diversity in the education, training and participation of women and/or minorities in optics, photonics, electro-optics, or imaging technologies or applications.

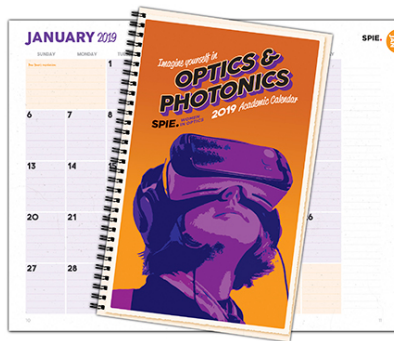
SPIE Early Career Achievement Awards

[Academic](#) and [Industry/Government](#)

These awards are presented in recognition of significant and innovative technical contributions in the engineering or scientific fields of relevance to SPIE. The contribution(s) must have been made within the first 5 years of receiving a position after completing training.

SPIE. WOMEN IN OPTICS

Since 1998, SPIE Women in Optics promotes personal and professional growth for women through community building, networking opportunities, and encouraging young women to choose optics as a career.



[**SPIE Women in Optics Planner**](#)

SPIE compiles and publishes a twelve-month planner that is distributed free of charge in more than 25 countries to 5,000 recipients.

[**SPIE Gender Equity in the Optics and Photonics Workplace**](#)

SPIE's Gender Equity Task Force was formed to identify how the professional environment and culture of the optics and photonics community can better enable equal opportunities, rewards, and recognition for its members, independent of gender.

[**SPIE Global Salary Report**](#)

The Gender Equity Task Force developed questions to help characterize and understand gender equity issues in our community. To maximize exposure and responses, these questions were incorporated into the Global Salary survey.