The workshop will be divided into two parts.

Part One (45 minutes): Attendees will be divided into work in groups of 5 or 6 to discuss (a) the extent of the problem in their respective local/regional practice groups; and (b) efforts that have already been made in their local and regional practice groups. Each group will be asked to designate one member of their group to be the spokesperson for that discussion group and report in a plenary session of the workshop. Questions will be invited about these reports.

Part Two (45 minutes): Attendees will be asked to sit in different groups and to focus their discussion on what could be done going forward to increase equity and inclusion. These ideas will then be presented to the whole group for discussion, and a written summary of the discussion (with individuals’ comments not for attribution) will be shared with attendees by email after the Forum.