

2025 ANNUAL REPORT.

Equity, Diversity, and Inclusion (EDI) Committee of the International Society for Computational Biology (ISCB), July 2025.

Mission Statement: ISCB is committed to creating a safe, inclusive, and equal society for all our members. These values are enshrined in the ISCB's Code of Conduct, values, and ethics. We acknowledge, respect, and promote the value of a diverse community.

Executive summary: The objective of the ISCB EDI Annual report is to collect metrics on diversity and inclusion, make recommendations based on data and release the data to all ISCB members. Participation in the identity survey by our members is important because metrics allow the society to be open and transparent about the current state of ISCB, make data-driven recommendations to improve EDI and measure the impact of diversity initiatives over time.

The data shown in this report is collected through the ISCB membership profile and anonymized to protect privacy. The report includes data on diversity of its membership, as well as all honors and awards given by ISCB, so they can be directly compared to each other. It also includes a summary of EDI initiatives undertaken by ISCB.

Summary 2025

Participation on our identity survey was maintained for some categories, but it decreased significantly for gender expression from 48% to 32%. We have metrics on multiple dimensions of diversity of our society members. Based on the survey the ISCB membership continues to be predominantly male and North America and Europe centric. For society awards we continue to report only on nominations to protect identity information for awardees. Fellows' nominations and elections continue to be male dominated. Nonetheless nominations represent the society composition in terms of gender. In some cases, there was a decrease in the categories Not Provided and Prefer Not to Disclose, possibly due, at least in part, to availability of more options to choose from. However, these categories still represent a major section of the data, and in some cases have higher numbers than either men or women. For this report, the Not Provided status has not been considered for the percentage calculation.

The report is put together by the ISCB EDI Committee with support from ISCB personnel, and approved by the ISCB Board of Directors. The EDI committee serves the ISCB Board of Directors

EDI committee chairs

Lucia Peixoto. Washington State University. USA

Alejandra Medina-Rivera. Universidad Nacional Autónoma de México. Mexico

EDI committee members

Luis Pedro Coelho. Queensland University of Technology, Australia
Anne-Christin Hauschild. University of Marburg, GerMaley

Larry Hunter. University of Colorado, Denver, USA

Tijana Milenkovic. University of Notre Dame, USA

Gonzalo Parra. EMBL, GerMaley

Kana Shimizu. Waseda University, Japan

Wisdom A. Akurugu. University of Cape Town, South Africa

Zhiyong Lu, NCBI, NLM, NIH, USA.

Jason Williams, Cold Spring Harbor Laboratory, USA

Farzana RahMale, Kingston University London, UK

ISCB members are encouraged to reach out to ISCB and the EDI committee (edi@iscb.org) for clarifications on the data released, as well as to provide suggestions based on the annual report. We value the feedback from all our members.

STATE OF THE SOCIETY

Gender, Gender Identity, and Ethnicity Statistics of current ISCB Memberships
Disclosure: Data reported is based on membership survey results as of May 29th, 2025.

Total Current Memberships: 4238

Diversity Survey Results

	Absolute	% Relative to declared status
Gender (response rate 77%)		
Not provided	969	NA
Female	1134	34.7%
Non-binary or gender diverse	20	0.6%
Male	1929	59.0%
Prefer not to declare	186	5.7%

Gender Expression (response rate 32%)

Not provided	2889	NA
Cisgender	1165	86.4%
Prefer not to declare	178	13.2%
Transgender	6	0.4%

Ethnicity (response rate 74%)

Not provided	1182	NA
African Descent	63	1.9%
Asian Descent	552	16.8%
Australian/Oceania Descent	5	0.15%
Central America and Caribbean	60	1.8%
East and Central Asia	331	10.1%
Eastern Europe	153	4.7%
European Descent (Non-white/Non-Caucasian)	26	0.8%
European Descent (White/Caucasian)	502	15.3%
Indigenous People/First Nations Descent	8	0.2%
Latin American Descent	120	3.7%
Middle Eastern Descent	67	2%
North Africa	21	0.6%
North America	67	2%
Pacific/Oceania	8	0.2%
South America	58	1.8%
South and Southeast Asia	207	6.3%
Sub-Saharan Africa	91	2.8%
West Asia/Middle East	84	2.6%
Western Europe	385	11.7%
Self describe + Other	31	1%
Prefer not to declare	442	13.5%

Diversity by Career Stage/membership type (response rate: 69.7%)

Professional

- Academic - Up to 10 years from the receipt of terminal degree: 611
- Academic - 11 - 20 years from the receipt of terminal degree: 472
- Academic - More than 20 years from the receipt of terminal degree: 344
- Industry - Up to 10 years from the receipt of terminal degree: 92
- Industry - 11 - 20 years from the receipt of terminal degree: 65
- Industry - More than 20 years from the receipt of terminal degree: 46

Post-Doc & Student

- Graduate: 802
- Postdoctoral: 232
- Undergraduate: 124

Not provided/declared

- Prefer not to declare: 176
- Not Provided: 1283

Regional Diversity *

Africa	3.4%
Asia	18%
Australia and Oceania	2%
Europe	30.25%
North America	42%
South America**	4.4%

* Regions are pulled from the membership statistics and fluctuate throughout the year based on total membership.

** Including Mexico and the Caribbean

Data on diversity of ISCB honors

Disclosure: In this report, we are including distribution based on gender and ethnicity. We are not including nominator x nominee gender or ethnicity, to avoid identification.

Note: For all Prizes and Fellows Election, a percentage in a given table is expressed out of all absolute numbers in that table.

Overton Prize

Data collected from 2005 to 2024

Disclaimer: Nominees nominated multiple times or over multiple years are only counted once. Nominators who nominated multiple nominees in one year or over several years are only counted once.

Submitter Gender	
Female	48 (25.3%)
Male	126 (66.3%)
Prefer not to declare	16 (8.4%)
Not provided	163 (NA)

Nominee Gender	
Female	29 (22.5%)
Male	85 (65.9%)
Prefer not to declare	15 (11.6%)
Not provided	211 (NA)

Final Result Nominee Gender	
Male	13 (65%)
Female	6 (30%)
Prefer not to declare	1 (5%)

Nominee Ethnicity

Asian	26 (19.8%)
East and Central Asia	2 (1.5%)
European (White)	20 (15.3%)
Western European	23 (17.6%)
Eastern Europe	5 (3.8%)
West Asia/Middle East	4 (3%)
Middle Eastern	1 (0.8%)
Central America and Caribbean	1 (0.8%)
Latin America	1 (0.8%)
South America	7 (5.3%)
Prefer not to declare	41 (31.3%)
Not Provided	222 (NA)

Overton Prize
2025

Nominee Gender

Not provided	1 (NA)
Male	3 (100%)
Female	0 (0%)
Prefer not to declare	0 (0%)

Nominee Ethnicity

Western European	1 (50%)
Prefer not to declare	1 (50%)
Not provided	2 (N/A)

Nominator Gender

Not provided	8 (NA)
Male	5 (56%)
Female	2 (22%)
Prefer not to declare	2 (22%)

Nominator Ethnicity

Western European	1 (17%)
European (White)	2 (33%)
East and Central Asia	1 (17%)
Prefer not to declare	2 (33%)
Not provided	2 (N/A)

Comparison of nominee gender up to 2024 vs. 2025

Nominee gender 2005- 2024: male: 65.9%, female: 22.5%, not declared: 11.6%.

Nominee gender in 2025: male: 62.5%, female: 31.25%, not declared: 6.25%.

Observation: Gender balance in the nominee pool seems to have had an increase in this iteration of the prize. Based on overall membership demographics, the statistics are very representative of the member pool.

Innovator Award

Data collected from 2016 to 2024

Submitter Gender	
Male	78 (63.9%)
Female	40 (32.8%)
Prefer not to declare	4 (3.3%)
Not Provided	147 (NA)

Final Result Nominee Gender	
Male	4 (44.4%)
Female	5 (55.6%)

Nominee Ethnicity

Asian	15 (20.5%)
East and Central Asia	2 (2.7%)
European (Non-white)	2 (2.7%)
European (White)	4 (5.5%)
Western Europe	2 (2.7%)
North America	1 (1.4%)
Middle Eastern	4 (5.5%)
Prefer not to declare	43 (59%)
Not provided	171 (NA)

Innovator Award 2025

Nominee Gender

Not provided	1 (NA)
Male	9 (69%)
Female	3 (23%)
Prefer not to declare	1 (8%)

Nominee Ethnicity

Asian	1 (25%)
East and Central Asia	1 (25%)
Prefer not to declare	2 (50%)
Not provided	3 (NA)

Nominator Gender

Prefer not to declare	1 (8%)
Male	8 (61%)
Female	4 (31%)
Not Provided	16 (NA)

Nominator Ethnicity

Western European	2 (18%)
Eastern Europe	2 (18%)
South America	2 (18%)

Asian	1 (9%)
Prefer not to declare	4 (36%)
Not provided	18 (N/A)

Comparison of nominee gender

Nominee gender up to 2024: male: 85%, female: 13.3%, Not declared: 1.7%.

Nominee gender in 2025: male: 69%, female: 23%, Not declared: 8%.

Observation: Gender balance in the nominee pool has declined from the 2024 to the 2025 nominations but has improved compared to up to 2022-23. Efforts should be made to improve gender balance in the nominee pool for the Innovator/Mid-career Prize in the future. A higher number of participants preferred not to declare gender in comparison to previous years. We need more diversity in nominations. However, based on the awards given, the organization has maintained a relatively balanced distribution of this award.

Accomplishments by a Senior Scientist

Data collected from 2005 to 2024

Submitter Gender		Nominee Gender	
		Male	99 (%)
Female	55 (%)	Female	16 (13.1%)
Prefer not to declare	18 (%)	Prefer not to declare	52 (42.6%)
Not Provided	167 (NA)	Not Provided	207 (NA)

Final Result Nominee Gender	
Male	18 (85.7%)
Female	3 (14.3%)

Nominee Ethnicity

Asian	5 (6.1%)
European (White)	16 (19.5%)
Eastern Europe	9 (11%)
Western Europe	7 (8.5%)
Prefer not to declare	45 (54.9%)
Not provided	247 (NA)

Accomplishments by a Senior Scientist 2025

Nominee Gender

Male	4 (66.7%)
Female	1 (16.7%)
Prefer not to declare	1 (16.7%)
Not provided	1 (NA)

Nominee Ethnicity

Not provided	3 (NA)
African	0 (0%)
Asian	2 (18%)
Australian/Oceanian	0 (0%)
European (Non-white)	0 (0%)
European (White)	2 (18%)
Eastern Europe	2 (18%)
Western Europe	2 (18%)
Indigenous	0(0%)
Latin American	0(0%)
Middle Eastern	0(0%)
Other	0(0%)
Prefer not to declare	3 (27%)

Nominator Gender

Prefer not to declare	2 (10%)
Male	10 (50%)
Female	8 (40%)
Not Provided	2 (NA)

Nominator Ethnicity

Western European	4 (22%)
European (White)	2 (11%)
East and Central Asia	2 (11%)
Asian	1 (5.5%)
West Asia/Middle East	1 (5.5%)
Central America	1 (5.5%)
South America	2 (11%)
South and Southeast Asia	1 (5.5%)
Prefer not to Disclose	4 (22%)
Not provided	4 (NA)

Comparison of nominee gender up to 2024 vs. 2025

Nominee gender up to 2024: male: 44.3%, female: 13.1%, prefer not to declare: 42.6%.
Nominee gender in 2025: male: 50%, female: 33%, prefer not to declare: 16%.

Observation: Gender balance in the nominee pool appears to have continued to improve in 2025 compared to up to 2024, however, the percentage of people that prefers not to declare or not provide this information remains considerable.

Nominee Gender	
Male	20 (66.7%)
Female	10 (33.3%)
Not Provided	20 (NA)

Final Result Nominee Gender	
Male	5 (50%)
Female	5 (50%)
Prefer not to declare	0

Outstanding Service to ISCB Award

Data collected from 2015 to 2024

Submitter Gender	
Male	20 (69%)
Female	8 (27.6%)
Prefer not to declare	1 (3.4%)
Not Provided	19 (NA)

Nominee Ethnicity	
African	1 (4.5%)
European (White)	3 (13.6%)
Eastern Europe	1 (4.5%)
Western Europe	7 (31.8%)
Latin American	3 (13.6%)
South America	2 (9.1%)
South and Southeast Asia	2 (9.1%)
Other	1 (4.5%)
Prefer not to declare	2 (9.1%)
Not provided	28 (N/A)

Outstanding Service to ISCB Award
2025

Nominee Ethnicity	
African	1 (6.25%)
Asian	2 (12.5%)
Australian/Oceanian	0 (0%)
European	0 (0%)
European (Non-white)	0 (0%)
European (White)	1 (6.25%)
Eastern Europe	1 (6.25%)
Western Europe	2 (12.5%)
Indigenous	0 (0%)
Latin American	1 (6.25%)
South America	2 (12.5%)
Middle Eastern	0 (0%)
South and Southeast Asia	1 (6.25%)
Not provided	3 (18.75%)
Other	1 (6.25%)
Prefer not to declare	1 (6.25%)

Nominee Gender

Male	8 (67%)
Female	4 (33%)
Prefer not to declare	0 (0%)
Not provided	2

Nominator Gender

Prefer not to declare	0 (0%)
Male	2 (100%)
Female	0 (0%)
Not Provided	2 (NA)

Nominator ethnicity not provided due to low number of nominators to avoid identification

Comparison of nominee gender up to 2024 vs. 2025

Nominee gender up to 2024: male: 66.7%, female: 33.3%, prefer not to declare: 0%
Nominee gender in 2025: male: 67%, female: 33.0%, prefer not to declare: 0%.

Observation: Historically this award remains among the best gender-balanced overall relative to society in the nominee pool. For the last edition, there has been a slight increase in gender balance, and there were less of the not provided or prefer not to disclose categories.

All Awards

Data collected from 2005 to 2024

Nominee x Nominator Tables

Gender	Male	Female	Prefer Not to Disclose	Not Provided
Male	71	14	34	188
Female	38	29	3	65
Prefer Not to Disclose	6	3	8	22
Not Provided	151	24	24	289

Ethnicity: [Awards Nominators x Nominees Ethnicity EDI Report All.xlsx](#)

	Total Nominations Received															
	Overall	Female	Male	Other	Prefer Not to Disclose	Not Provided	Other	Prefer Not to Disclose	Not Provided	Other	Prefer Not to Disclose	Not Provided	Other	Prefer Not to Disclose	Not Provided	Other
Overall	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Female	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Male	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Prefer Not to Disclose	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not Provided	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

All Awards
Data collected 2025

Nominee x Nominator Tables

Gender	Male	Female	Prefer Not to Disclose	Not Provided
Male	8	1	0	13
Female	0	2	0	5
Prefer Not to Disclose	1	0	0	2
Not Provided	11	2	2	16

Ethnicity	Asian	East & Central Asia	Eastern Europe	Europe (White)	South America	Western Europe	Prefer not to Disclose	Not Provided
Asian	1	0	0	0	0	0	0	3
East & Central Asia	0	0	0	0	0		0	1
Eastern Europe	0	0	0	0	0	0	0	2
Europe (White)	0	0	0	3	1	1	0	3
South America	0	0	0	0	0	0	0	2
Western Europe	0	0	0	0	0	0	0	4
Prefer not to Disclose	0	1	0	0	0	0	0	6
Not Provided	1	0	1	1	0	2	9	23

Data collected from 2005 to 2024

Disclaimer: Even for All Awards, nominees nominated multiple times or over multiple years are only counted once. Nominators who nominated multiple nominees in one year or over several years are only counted once.

Nominee Gender	
Male	269 (65.8%)
Female	71 (17.3%)
Prefer not to declare	69 (16.9%)
Not Provided	564 (NA)

Submitter Gender	
Male	325 (63%)
Female	151 (29.3%)
Prefer not to declare	39 (7.7%)
Not Provided	496 (NA)

Final Nominee Gender	
Male	40 (66.7%)
Female	19 (31.7%)
Prefer not to declare	1 (1.6%)

Nominee Ethnicity	
African	1 (0.4%)
Asian	42 (17%)
Central America and Caribbean	3 (1.2%)
East and Central Asia	2 (0.8%)
European (White)	26 (10.5%)
European (Non-White)	5 (2%)
Eastern Europe	11 (4.4%)
Western Europe	26 (10.5%)
North America	1 (0.4%)
Latin America	3 (1.2%)
South America	2 (0.8%)
South and Southeast Asia	2 (0.8%)
Middle Eastern	9 (3.6%)
Other	4 (1.6%)
Prefer not to declare	110 (44.5%)
Not provided	726 (N/A)

ISCB Fellows Election

Data collected from 2010 to 2024

Nominee Gender	
Male	228 (60.6%)
Female	99 (26.4%)
Prefer not to declare	49 (13%)
Not Provided	377 (NA)

Submitter Gender	
Male	382 (57.8%)
Female	222 (33.6%)
Prefer not to declare	57 (8.6%)
Not Provided	111 (NA)

Final Winner Gender	
Male	83 (57.6%)
Female	48 (33.3%)
Prefer not to declare	13 (9.1%)
Not Provided	22 (NA)

ISCB Fellows Election
2025

Nominee Gender (30)

Not provided	4 (NA)
Male	13 (42%)
Female	12 (39%)
Prefer not to declare	6 (19%)

Elected – Gender (19)

Male	11 (58%)
Female	8 (42%)

Elected - Ethnicity (19)

Asian	2 (15.4%)
East and Central Asia	1 (7.7%)
Eastern Europe	1 (7.7%)
European (White)	1 (7.7%)
Western Europe	3 (23%)
South America	2 (15.4%)
Sub Saharan Africa	1 (7.7%)
North America	1 (7.7%)
Prefer not to declare	1 (7.7%)
Not provided	5 (NA)

Nominee Ethnicity (30)

Asian	1 (7.1%)
East and Central Asia	1 (7.1%)
Eastern Europe	1 (7.1%)
Western Europe	2 (14.3%)
European (White)	2 (14.3%)
North America	1 (7.1%)
Sub-Saharan Africa	2 (14.3%)
Prefer not to declare	4 (28.6%)
Not provided	2 (NA)

Comparison: up to 2024 vs. 2025

Nominee gender up to 2024: male: 60.6%, female: 26.4%, prefer not to declare: 13%

Nominee gender in 2025: male: 42.0%, female: 39.0%, prefer not to declare: 19%.

Elected fellow gender up to 2024: male: 57.6%, female: 33.3%, prefer not to declare: 9.1%

Elected fellow gender in 2025: male: 42.0%, female: 39.0%, prefer not to declare: 19%.

Observation: Fellow's nominations show a better gender balance than previous years. The Elected Fellows gender distribution is very well balanced, especially in comparison to nominations.

ISMB 2025 Travel Fellowships

Committee: Wisdom Akurugu, Luis Pedro Coelho, R. Gonzalo Parra, Farzana RahMale, Kana Shimizu

Total Funding: \$58,375 USD

COSI support: CAMDA, iRNA, NetBio, HitSeq, TransMed

Total number of applications: 572

Committee selected 59 applicants.

28 female, 31 male, 1 nonbinary

18 lower income countries, 7 middle-lower income countries, 9 upper-middle income countries, 19 high income countries.

Awardees are originally from 26 different countries.

Awarded - Ethnicity (19)

African	7 (14%)
North African	2 (4%)
Sub-Saharan African	4 (8%)
East and Central Asia	6 (12%)
South and Southeast Asia	10 (20%)
West Asia/Middle East	1 (2%)
European (White)	6 (12%)
Eastern Europe	2 (4%)
Western Europe	1 (2%)
South America	2 (4%)
Latin America	2 (4%)
Central America and Caribbean	1 (2%)

Prefer not to declare + Other 6 (12%)

Not provided 10 (N/A)

The ISCB Student Council funded the following Travel Fellowships for ISMB:

ISCB Executive Team

- Gabriel J. Olgúin-Orellana
- Ana Isabel Castillo Orozco
- Pradeep Eranti.

RSG leaders

- Cleidy Mirela Osorio Mogollón
- Aakriti Jain
- Kiran Kumar Eripogu
- Sebastián Ignacio Urquiza Zurich (minimal support)
- Estefania Torrejón (minimal support)

Selection was based on:

- Financial need
- Submission type
- Review score

GLBIO 2025 Travel Fellowships

Total number of applications: 41

Committee selected 22 applicants.

12 female, 8 male, 2 not provided

3 lower income countries, 10 middle-lower income countries, 3 middle- upper income, 6 high income countries.

Awardees are originally from 9 different countries.

Awarded - Ethnicity (19)

African	1 (4.5%)
European (White)	4 (18%)
Latin American	1 (4.5%)
Middle Eastern	1 (4.5%)
Indigenous People/First Nations	1 (4.5%)
Other	14 (63.6%)
Prefer not to declare	0 (0%)
Not provided	3 (N/A)

ISCB DEPENDENT-CARE AWARDS (2024)

Committee: Wisdom A Akurugu and Farzana RahMale

<https://www.iscb.org/ismbeccb2023-general-info/iscb-dependent-care-award>

Number of applications: 12

Total funding: \$3000 USD

Number of awards: 8 awards

5 graduate students

3 post doc

Awardees are currently located in 5 different countries, and collectively cover 9 different ethnicities

ISCB Equity Diversity and Inclusion Committee 2025 Summary.

Updated Website: <https://www.iscb.org/iscb-edi>

ISCB reaffirms its unwavering commitment to fostering a diverse, inclusive, and supportive environment for all members of our global scientific community. Diversity and inclusion are enshrined in ISCB's mission, leadership, and values, reflecting the principles that drive our pursuit of scientific excellence.

ISCB recognizes that embracing diversity strengthens our global community, drawing on the richness of varied voices and perspectives to propel innovation and discovery. Studies consistently show that teams integrated by people from different backgrounds drive scientific innovation and enhance organizational performance. This reinforces the essential role of inclusivity in advancing research and discovery.

To continue fostering this environment, ISCB remains dedicated to creating opportunities for individuals from all backgrounds to connect, exchange ideas, and collaborate in an atmosphere defined by safety, respect, and civility. We value the unique contributions each of our members brings to our society and will continue to build a community where every voice is heard, every individual is respected, and everyone has the opportunity to thrive.

We propose the following Components for the EDI Strategic Plan (2025–2030):

- Give continuity to the five Components stated in the 2020–2025 EDI Strategic plan.
- Recruitment and leadership development initiative. We acknowledge that ISCB has made great progress on representation in leadership positions and awards on some dimensions of diversity; however, it is now important to revise the impact of the strategy in Communities of Special Interest (COSI) leadership.
- Community engagement and outreach. Enhancing outreach efforts to attract and retain diverse talent within computational biology, fostering mentorship programs, and forging partnerships with organizations dedicated to EDI in STEM fields.

[Read ISCB's awareness toolkit associated with the Strategic Plan](#)

EDI Statements and Policies

- [A Safe Space \(ISCB Code of Conduct\)](#)
- [ISCB's Statement on Countering Social Injustice](#)
- [ISCB Writes Nature Communications Urging the Correction/Retraction of Recent Article on Mentoring](#)

Annual reports

2022-2023: <https://www.iscb.org/images/stories/annual-reports/report.EDIAnnualReport.2023.pdf>

2021-2022: https://www.iscb.org/images/stories/annual-reports/EDI_annual_report_2022.pdf

2020-2021: https://www.iscb.org/images/stories/annual-reports/EDI_annual_report_2021_Final.pdf

2021-2022: https://www.iscb.org/images/stories/annual-reports/EDI_annual_report_2022.pdf

2024: <https://www.iscb.org/images/stories/annual-reports/report.EDIAnnualReport.2024.pdf>

EDI Initiatives

Past

1. Fee restructure initiated by a request from the EDI committee in 2022 is now in effect.
2. Women's history month 2021, daily feature of outstanding women in Computational Biology.

Current

3. Equity focused research track started at ISMB 2022. Continued at ISMB 2024.
4. ISCB Dependent-care award (second edition 2024):
<https://www.iscb.org/ismb2024/programme-schedule/scientific-programme/equity-and-diversity-in-computational-biology-research>
5. LGBTQ+ ISCB+ Symposium! June 17th, 2024. <https://www.iscb.org/lgbtqs2024/home>