

IUCN SSC Wild Tulip Specialist Group

Inclusivity and Diversity Policy

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1. Our commitment

The IUCN SSC Wild Tulip Specialist Group (WTSG) is an inclusive network. We welcome members and collaborators from all walks of life, and we do not tolerate discrimination, harassment, or exclusionary behaviour of any kind.

The conservation of wild tulips spans continents, cultures, and disciplines. Protecting these species will take the knowledge, effort, and goodwill of people everywhere — botanists and rangers, researchers and land managers, government agencies and local communities, to name but a few. We believe our group is stronger, more effective, and more resilient because of the diversity of the people within it.

2. Scope

This policy applies to all WTSG members, collaborators, and invited participants, and to all WTSG activities — including meetings, symposia, correspondence, field missions, and online communication.

3. What we welcome

We welcome participation regardless of:

- Nationality, ethnicity, and cultural background
- Gender identity and expression
- Age
- Disability
- Religion or belief
- Sexual orientation
- Socioeconomic background
- Career stage (from students and early-career researchers to senior experts)
- Institutional affiliation, or lack of one
- Political opinion or affiliation, subject to Section 7

We particularly encourage participation from range-state experts and communities where wild tulips occur, recognising that local knowledge is essential to effective conservation.

4. Participation across range states

Many areas where wild tulips occur are geopolitically sensitive, and our members are based in states whose governments may be in dispute with one another. A member's nationality, place of residence, or the political position of their government is never a barrier to participation in the WTSG, and no member is asked to take a position on a political dispute as a condition of taking part.

Tensions between states are not a licence for hostility between members: the standards of behaviour in Section 6 apply in full, whatever the political relations between members' countries. Where visas, sanctions, or travel

restrictions prevent a member taking part in an activity in person, the WTSG will make reasonable efforts to enable remote participation.

In its own outputs the group will follow the country and area names and geographic designations used by the United Nations. Where a boundary, place name, or territorial status is contested, the group's maps and text will follow the United Nations map and the UN designation as the default, and will not adopt a competing designation. This applies to communications and publications issued by or on behalf of the WTSG, including reports, websites, newsletters, group-authored papers, and distribution maps and datasets produced by the group. It is not intended to govern the geographic or nomenclatural conventions used by members in their own scientific, taxonomic, or floristic work published in an individual or institutional capacity, or the citation of collection localities and specimen data, which remain matters for the authors and their journals. Questions of territorial status and sovereignty are not matters for the WTSG to determine, and the designations used in our publications carry no expression of opinion on them.

5. Supporting participation

The WTSG recognises that its members work with very unequal resources: some have institutional salaries, research funding, and library access, and others contribute their expertise with little or none of this. Participation in the group will not be conditional on a member's capacity to fund it. Nor is it conditional on a member sharing, transferring, or providing biological, genetic, or genomic material or associated data. Many members work under national laws and regulations governing access to genetic resources and benefit-sharing, and under institutional, permit, or collecting-agreement conditions; no member is expected to act contrary to those requirements, and a member who cannot lawfully provide or transfer such material is not for that reason regarded as unable to participate fully in the group. So far as its resources allow, the WTSG will:

- Schedule activities at times workable across members' time zones
- Offer remote participation at no cost
- Provide or seek funding for translation and interpretation where language would otherwise be a barrier
- Seek travel support for members who could not otherwise attend
- Share literature and data access within the group
- Recognise contributions fairly in authorship and acknowledgements
- Make reasonable adjustments so that disabled members can take part fully, including in the choice of venues, the format of meetings and materials, and the use of captioning or other assistance where it is needed

6. Expected behaviour

Everyone covered by this policy is expected to:

- Treat others with courtesy and respect, in person, online, and in writing
- Engage constructively with differing views and backgrounds
- Give credit fairly for others' contributions and knowledge
- Support colleagues working in a second or third language
- Be mindful that members work with very different levels of funding, institutional support, equipment, and time, and adapt expectations and ways of working accordingly
- Raise any concerns in good faith through the channels set out below

7. Zero tolerance: unacceptable behaviour

The WTSG does not tolerate:

- Discrimination or harassment on any of the grounds listed in Section 3
- Bullying, intimidation, or exclusionary behaviour
- Retaliation against anyone who raises a concern in good faith
- Advocacy, endorsement, or glorification of the use of force contrary to the Charter of the United Nations, or of war crimes, crimes against humanity, ethnic cleansing, genocide, or terrorism as those acts are understood in international law

- Statements that dehumanise, or incite hostility or violence against, any national, ethnic, religious, or other group

The protection of political opinion in Section 3 covers the holding and peaceful expression of political views. It does not protect the conduct listed above, and it does not make WTSG activities and channels a forum for political advocacy: they are for the conservation work of the group.

Any breach may result in a warning, removal from the WTSG, or referral to the IUCN SSC Chair's Office, depending on severity.

8. Raising a concern

Anyone who experiences or witnesses behaviour inconsistent with this policy is encouraged to raise it, in confidence, with the WTSG Co-Chairs, Brett Wilson and Ormon Sultangaziev (bdw35@cam.ac.uk and ormon.sultangaziev@gmail.com). The Co-Chairs will report the matter to the IUCN SSC where the nature or severity of the concern warrants it, and in any event where it involves conduct of the kind listed in Section 7.

Where the concern relates to a Co-Chair, it should be raised directly with the IUCN SSC instead (CodeOfConductConcerns@ssc.iucn.org).

Concerns will be handled promptly, fairly, and with respect for the privacy of those involved. Information will be shared only with those who need it to address the concern, which may include the IUCN SSC. Where the facts or the interpretation of an issue are disputed, the Co-Chairs will hear the perspectives of those directly involved — both the person raising the concern and the person whose conduct is in question — before reaching any conclusion, and may seek the accounts of others with direct knowledge of the events. Both will be informed of the outcome and the reasons for it. Where a Co-Chair has a personal, institutional, or other connection to those involved, or any other conflict of interest, that Co-Chair will take no part in handling the matter, which will be dealt with by the other Co-Chair or referred to the IUCN SSC. Anyone dissatisfied with the outcome may refer the matter to the IUCN SSC at the address above.

9. Review

This policy will be reviewed every two years, or sooner if needed, by the WTSG Co-Chairs.

10. Related policies

This policy operates alongside, and does not replace, the IUCN SSC Code of Conduct and IUCN policies on harassment and non-discrimination, which take precedence in the event of any conflict. The Code of Conduct and other relevant IUCN SSC documents are available on the [IUCN SSC members' resources page](#). Members are expected to familiarise themselves with those documents and to comply with them alongside this policy.