



# ELRIG's EQUALITY DIVERSITY AND INCLUSION (EDI) AIMS AND GUIDING PRINCIPLES

## AIMS

- ELRIG will **communicate** the journey it has started and the conclusions that it comes to.
- The process and implementation of outcomes will be **transparent**.
- **Data** will guide action.
- Mechanisms will be put in place to ensure that accessibility is maximised at all events.
- Rather than setting a series of targets, this will be a **cultural** change, both for ELRIG and its community.
- Rather than a policy we will have a set of **guiding principles**.
- Guiding principles will be embedded in governance and all **Work Groups** daily activities.

## GUIDING PRINCIPLES

We will promote **equality**, by welcoming all to all our events and will be **inclusive**, by ensuring all are able to attend and that our events will represent the **diversity** of our community.

### OUR EQUALITY PRINCIPLE IS:

We will ensure all are welcome, by profiling the demographics of attendees by segment, geography, age, ethnicity, disability and gender, monitoring and ensuring that no one group is favoured nor excluded and acting to ensure equal outcomes and opportunities for the entire ELRIG community.

### OUR INCLUSIVITY PRINCIPLE IS:

We will ensure that accessibility is maximised at all events, by removing barriers to those with disabilities, limits on finances, have caring and parental responsibilities, religious needs and are safe spaces to collaborate within. To ensure we our principles remain relevant, we will solicit, monitor and act upon relevant feedback during and after events.

### OUR DIVERSITY PRINCIPLE IS:

We will ensure that our events are attended by at least 50% from the UK and 50% from the ROW, that there is a gender balance at our events, by ensuring that the diversity mix of our speakers represents the diversity of our delegates, and that the diversity mix of our delegates represents the diversity of the community, as well as ensuring that scientific content reflects the diversity of our community.