



Diversity, Equality and Inclusion Roadmap: Summary version

Introduction

The Diversity, Equality and Inclusion (DEI) Roadmap is a framework of guidance and support for member bodies at all stages of their diversity work. It is designed to help develop a plan and signpost to relevant good practice resources, initiatives and guidance. The Roadmap is publically available and will continue to evolve.

There are three levels to the Roadmap:

1 a) The Schema. This top-level flow diagram is designed to help organisations understand where they are on the diversity journey and which actions to take next.

1 b) The Questions. The Roadmap Working Group has developed an extended set of questions associated with each stage on the Roadmap. These are to support action in each of these areas, setting out the main questions organisations should be asking themselves and suggesting areas of investigation or action. They have been designed so that each stage can be accessed separately, depending on how far work has already progressed, or used as a complete guide from beginning to evaluation of schemes.

2) The Resources. An extensive spreadsheet signposts to good practice resources and initiatives, with a worksheet corresponding to each stage of the Schema. The resources are being reviewed by member organisations and working group members to ensure organisations can easily find resources that will be most valuable to them.

The Roadmap will be a living document, evolving as the Science Council and Declaration signatories pursue their diversity aspirations. Member bodies are encouraged to input ideas for new content and review resources they have used.

Schema – Summary version

This document is a shortened version of the Schema and is designed to support strategic planning by helping those leading organisations quickly gain an understanding of the diversity journey. The detailed thinking has been edited out to reduce the eleven step Schema to four steps.

The full version of the Schema and other supporting resources are available from the Science Council website.

Contact

If you have any further queries on using the Roadmap or the Science Council's DEI project please contact Nicola Hannam (n.hannam@sciencecouncil.org) or Sarah Harris (s.harris@sciencecouncil.org)

Diversity Roadmap Schema – Summary version

1) Gaining commitment

- How does diversity fit with the strategic planning cycle?
- What will the benefits be?
- Can commitment to the Declaration help focus discussions?
- Who do you need to engage? Who will be the Champion and advocates?
- Will there be a group to oversee the work?
- What areas are already strong and which will need support?
- What are the limiting factors?
- Will the project consider: the organisation as an employer; its membership; its governance; the wider sector/discipline community; the organisation's suppliers?
- Which aspects of diversity, or business activities, will be targeted first?
- What will drive change in your organisation?
- Who will take forward the actions? What resource is needed?



2) Establishing a baseline

- What data is already available? e.g. recruitment data, committee membership, event attendance, membership data, education pipeline.
- How will beliefs and assumptions be checked?
- What activities, policies or procedures will you prioritise?
- Will there be a review undertaken internally? Will a consultant be commissioned? Would an external benchmarking scheme be useful?
- What will be the scope of the review?



3) Agreeing and communicating priorities

- What was learnt from the review? What are the biggest gaps?
- What is easily achievable? What requires a larger project?
- What are the longer term aims?
- What resources are needed/available?
- Who could you partner with?
- What help is available externally?
- How will success be measured?
- How will you communicate plans internally/externally?
- Who will support staff taking actions forward?
- How will barriers be identified and tackled?



4) Communicating and evaluating success

- Refer back to the baseline data or qualitative research. Are changes significant?
- What worked best? How can this be highlighted?
- Have perceptions of the organisation changed?
- How were the different stakeholders involved?
- Can you determine what didn't work and why?
- Can you share your learning internally/externally?
- Can the learning help streamline the activities?
- Can the activities be integrated into normal practice?
- What should the new priorities be?