

The Seabird Group EDI Action Plan

Version 1

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Approved by Executive Committee

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The EDI officer (or other appropriate committee member) will review this plan at least annually.

Abbreviations used in this document

EDI: Equality, diversity and inclusion

LGBTQ+: Lesbian, gay, bisexual, Trans, queer and other non-heteronormative sexual and gender identities

BIPOC: Black, Indigenous and People of Colour

This document has been created to improve equality, diversity and inclusion of The Seabird Group and is particularly aimed at people who identify as: BIPOC or any other marginalised and/or under-represented race or ethnicity; disabled; women or any other marginalised and/or under-represented gender; LGBTQ+; or otherwise identify as part of a marginalised community or are under-represented within our membership and marine ornithology. Where possible, we will aim to collaborate with other organisations working on improving EDI in related spheres.

Aim	Action	Deliverable	Progress and planned dates for deliverables
Proactively and openly support EDI	Regularly show support across social media	<ul style="list-style-type: none"> Interact with events and organisations celebrating diversity in our sector, particularly those initiated by under-represented groups e.g. Black Birders' Week, Pride in STEM/Polar Pride day Consider adding image descriptions to image and video posts 	Ongoing
	Amplify diverse voices	<ul style="list-style-type: none"> Across social media: re-post research, talks, blogs etc At conferences and events <ul style="list-style-type: none"> Look beyond our networks for invited talks Aim for proportionate representation Consider implementation of a series of online talks from people from under-represented groups <ul style="list-style-type: none"> Range of target audience types should be considered, including children e.g. BlackInMarSci's 'takes a bite out of' series For those faced with financial barriers offer payment for their participation 	Ongoing
	Raise awareness and increase visibility	<ul style="list-style-type: none"> LGBTQ+ t-shirts #SeabirdPride: encourage LGBTQ+ individuals to tweet photos at seabird colonies wearing Pride merchandise, and organisations/individuals to support inclusiveness through retweeting/flying flags Invite contributions to our newsletter speaking about EDI issues to raise awareness and highlight issues 	Ongoing EDI-focussed newsletter in June 2021
Collate knowledge from individuals	Set up contact with individuals from under-represented groups	<ul style="list-style-type: none"> Working groups: LGBTQ+, BIPOC, gender, disability Keep in touch with working groups and create shared spaces for ongoing conversations and resources <ul style="list-style-type: none"> LGBTQ+ Slack page BIPOC shared space on Google Drive 	Had initial discussions with LGBTQ+ and BIPOC Complete all initial discussions by end of 2021: gender by June, disability during autumn
Improve diversity of membership, committee and journal board	Collate information on membership diversity	<ul style="list-style-type: none"> Design and circulate a questionnaire to collect diversity information <ul style="list-style-type: none"> Ensure it is anonymous, so data cannot be tied to any individual and to comply with GDPR requirements Repeat questionnaire every four years to measure our progress and monitor the effectiveness of our actions 	Currently looking into survey methods Aim to send out in June 2021 newsletter

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	Increase membership accessibility	<ul style="list-style-type: none"> • Free or reduced membership rates for under-represented groups, particularly for BIPOC seabirders 	October 2021
	Increase diversity of committee and journal board	<ul style="list-style-type: none"> • Actively recruit under-represented individuals to the committee (not only into EDI roles) and onto the journal board • Investigate training opportunities for unconscious bias and microaggressions 	Ongoing
Improve support and networking opportunities	Improve top-down support	<ul style="list-style-type: none"> • Mentor scheme particularly aimed at individuals from under-represented groups who are likely to have smaller networks and gain less support in their seabird activities <ul style="list-style-type: none"> ○ Invite mentors in newsletter and via social media ○ If there is enough uptake, invite applications from potential mentees 	Mentors: June 2021 Mentees: October 2021
	Improve peer support	<ul style="list-style-type: none"> • Buddy system to network people up with particular characteristics (small groups e.g. 2-3 people) • Provide social networking opportunities for people with particular characteristics <ul style="list-style-type: none"> ○ Social mixers at conferences <ul style="list-style-type: none"> ▪ Aim for these not to clash with each other or other important opportunities (e.g. early-career researcher events) ○ Online meetings for networking between conferences <ul style="list-style-type: none"> ▪ Opportunity to link up with other organisations 	15 th International Seabird Group Conference; Cork 2022
	Increase conference accessibility	<ul style="list-style-type: none"> • Include online options for conference attendance • Include reduced conference fees for online-only or people on low incomes 	15 th International Seabird Group Conference; Cork 2022
Improve EDI within grant applications	Review grant application process to include bias towards EDI initiatives	<ul style="list-style-type: none"> • E.g. allow applicants to self-identify as part of an under-represented group • Further points to be discussed within the grant review process 	October 2021