Racial and Ethnic Diversity Working Group Strategic Vision

# Mission

### *What are we going to do?*

**Take actions within the WIN to support people who experience racism and cultivate the diversity of our members to better reflect the diversity in our scientific and social communities**

### Aims

### *How will we achieve this?*

**Support** our members by addressing systemic bias and discrimination

**Diversify** our workforce with new staff and students

**Promote** antiracism in the broader scientific community

# Objectives

### What specific actions will we take?

**SUPPORT**

* Develop codes of conduct and a formal affirmation of WIN institutional support for ethnic/racial diversity
* Encourage support of WIN members who experience racism, particularly those from BAME communities
* Provide resources for safe reporting of misconduct
* Foster mechanisms for allyship and peer support (MOSAIC), and education (DREAM)

**DIVERSIFY**

* Enable diversity within our interview and hiring panels
* Expand the reach of WIN job advertising to reach more diverse candidates
* Establish practices that focus on retention and sustainability of diverse scientists

**PROMOTE**

* Create guidelines for organising inclusive meetings, seminars and conferences
* Maintain a public web presence sharing our goals, planned activities, and resources
* Identify intersectional opportunities with other established programmes at the WIN as well as with other centre-based and university-wide EDI groups
* Increase visibility of our diversity through social media engagement

# Aspirations

# What are we working towards?

* An inclusive work environment that actively nurtures and supports its diverse membership
* A workplace culture that will recognise and counteract structures or behaviours that are racist
* Leading as an example of institutional success in terms of reduced racism and increased diversity, and *improved* science as a result

