

Declaration on Equity, Diversity and Inclusion

By promoting equity, diversity and inclusion the IST will create greater opportunity for any individual to fulfil their scientific potential, irrespective of their background or circumstances. In so doing it will also help science to better serve society by attracting the widest possible talent to the science & technology workforce and fostering a greater diversity of ideas, research and development.

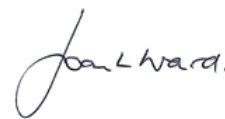
The IST is committed to widening participation in science/technology education and the workplace. To this end the IST declares a commitment to promote equity, diversity and inclusion throughout it's communities and challenge prejudice and discrimination¹. This will require leadership from the highest level in the organisation. As a contributing voice in science/technology and their applications, the IST will therefore seek every opportunity to be proactive in promoting and communicating this vision to educators, employers, policy makers, opinion formers and other publics.

The IST will proactively promote a culture of equity, diversity and inclusion within our membership, our partner and affiliated organisations and the wider technical community by:

- i. Identifying a board level EDI champion who, in partnership with the senior executive member in the organisation, will advocate the importance of equity, diversity and inclusion, and be accountable for improving practice and communicating our EDI strategies to our staff, membership, volunteers and other stakeholders;
- ii. Planning and implementing a programme of work to embed the principles of equity, diversity and inclusion into our current organisational policies, practices and behaviours, and enhance the equality of opportunity in our activities as professional body;
- iii. Measuring, assessing and reflecting on our progress annually.



T. B. Croft MBE, CSci FIScT
Chair/CEO



J. L. Ward MBA FIScT
Deputy Chair/Finance Officer

01/05/2016

¹ The 2010 Equality Act defines discrimination as treating a person less favourably than someone else, where the reason for less favourable treatment is one or more of the following characteristics: age; disability; gender reassignment; marriage or civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation. In addition to these characteristics, this Declaration extends to include social economic background and scientific opinion.