

Declaration on Equity, Diversity, and Inclusion

The IST is the professional body for specialist, technical and managerial staff in the creative, digital, AI, engineering, and science technologies. We working across a broad range of sectors including industry, local authorities, schools, further education, higher education, research/analytical/health facilities, government departments and organisations; in the UK and overseas.

By promoting equity, diversity and inclusion, the IST will create greater opportunity for any individual to fulfil their technical potential, irrespective of their background or circumstances. In so doing it will also better serve society by attracting the widest possible technical talent to the fields we support and fostering a greater diversity of ideas.

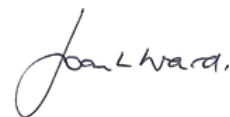
The IST is committed to widening participation in technical / technology education and the workplace. To this end the IST declares a commitment to promote equity, diversity and inclusion throughout its communities and challenge prejudice and discrimination¹. This will require leadership from the highest level in the organisation. As a contributing voice in technology and its applications, the IST will therefore seek every opportunity to be initiative-taking 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

17/02/2025

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.