

## Equality & Diversity Strategy

*'The strategy here is simple: to embrace the equality and diversity agenda and place it at the heart of everything the PSA does with the intention of forging a more vibrant and socially representative professional community'.*

Put simply, we will:

- Invest resources into the mapping and monitoring of diversity trends in the educational and professional pipeline, including hiring new PSA staff.
- Evaluate, promote and generate best practice on equality and diversity in the profession, including establishing a website resource data 'hub'.
- Establish a formal PSA mentoring scheme, with a special focus on marginalized and under-represented groups in the profession.
- Embed equality, diversity and inclusion into the PSA's leadership policies, processes and governance – including conference and specialist group guidelines; prizes, awards and events; and annual reporting and reviews.
- Establish a formal Equality & Diversity PSA sub-committee, with accompanying budget.
- Externally benchmark the PSA's performance on equality and diversity, including the Athena SWAN framework.
- Review the best needs of under-represented members and the wider discipline in future developments.

If the PSA is to live up its full potential as a professional association, it must act proactively to achieve inclusion and to engage with *diversities* – demographic, intellectual, pedagogical, methodological and institutional. The focus of the PSA Equality and Diversity Strategy is not only on *reform* – that is, evaluating, generating and promoting best practice – but also, in the long term on *transformation*. As such, the PSA must see equality and diversity promotion not as a credential, but as a task – in other words, something we have to work at because we're not there yet.

We are limited as an association by the lack of systematic data related to the questions we are asking with regards to equality and diversity. As such, the first part of the PSA's E&D strategy focuses on investing resources into the design and collection of research on the profession, including the hiring of new PSA staff to work on E&D issues and policy. This will involve gathering and maintaining demographic data on the UK politics profession as a whole, as well as monitoring and reporting on diversity trends over time in our own activities, through an annual 'diversity audit'. Investing resources in this way will also assist us in externally benchmarking the PSA's performance on E&D, including through the Athena SWAN framework.

We also need to have a better understanding of 'what works' in terms of best practice on equality and diversity, drawing on the experiences of other professional associations, universities, departments and related organisations. In doing so, we need to reflect on how we define 'politics', including how issues of diversity and inclusion are taught in political science, and we can align politics teaching to be relevant to a diverse range of students. A key component of our E&D strategy will be establishing an E&D website resource data 'hub', to compile existing and new data, strategies, resources, and disciplinary policy statements on best practice. We will also institutionalise E&D as a standing issue at the annual Heads of Department conference, and establish a formal mentoring scheme, with a special focus on marginalized and under-represented groups in the profession.

If we are, as a long-term transformative strategy, focused on 'mainstreaming' inclusionary norms into the PSA's policies, processes and governing arrangements, then it is also crucial that all PSA activities and decisions take E&D issues into account, and that all trustees and committees take a responsibility for E&D issues. Several reforms have already taken place, including new systems for the selection of conference speakers and paper givers, childcare provision at the Annual Conference, new Specialist Group E&D procedures, and a new Elizabeth Wiskemann dissertation prize. The PSA E&D strategy will require PSA Committees to report annual on diversity trends to the EC, and for the E&D Working Group to compile

and publish this as an annual diversity 'audit' for members, along with a review of existing PSA E&D rules and procedures. We need to find ways to refresh the annual conference, and appeal to a more diverse membership base – including, for example, publishing a conference anti-harassment statement, and establishing new academic prizes, named after prominent women and BAME academics. The Strategy will also explore the possibility of institutionalising targets or quotas for awards committees and leadership positions, to ensure diverse representation in our own decision-making processes. Finally, the E&D strategy will formalise the E&D Working Group as a PSA sub-committee, with an accompanying budget and formal terms of membership (including elected and co-opted members). The strategic plan is therefore firmly focused not only on changing the academic environment of today, but also shaping the next academic generation.

The PSA, recognising the value of sustaining an inclusive environment, is committed to opposing discrimination within the discipline on the basis of gender or sexuality, ethnicity, race, nationality, age, physical ability, mental health status, marital status, family responsibility, class, religion or ideological belief.