

## **BSR Diversity Statements**

The British Society of Rheology supports diversity, equality and inclusion.

By promoting equality, diversity and inclusion the BSR 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 rheology to better serve society by attracting the widest possible talent to the field and fostering a greater diversity of rheological ideas, research and technology.

The BSR declares a commitment to promote equality, diversity and inclusion throughout its community and challenge prejudice and discrimination. This will require leadership from the highest level in the BSR. The BSR will seek every opportunity to be proactive in promoting and communicating this vision to all stakeholders in academia, industry, government and the general public.

The BSR will proactively promote a culture of equality, diversity and inclusion within rheology by:

1. Appointing a diversity champion from Council who, with the President, will advocate the importance of equality, diversity and inclusion, and be accountable for improving practice and communicating our diversity strategies to our membership and other stakeholders;
2. Planning and implementing a programme of work to embed the principles of equality, diversity and inclusion into our current organisational policies, practices and behaviours, and enhance the equality of opportunity in our activities as a Society;
3. Measuring, assessing and reflecting on our progress.

## **Council Statement on Representation of Women in Rheology**

The BSR is concerned about the representation of women in rheology, and at the disadvantages and missed opportunities that this represents for the advancement of the subject.

The BSR recognises the need to give active consideration to ensuring that men and women are treated equally in their prospects, recognition and progression. Such disadvantages as do occur are often the unintentional outcome of the formulation of regulations and procedures which do not give adequate attention to the needs of people in such positions.

Accordingly, the Society will:

- (a) be aware of and seek to ensure that the proportion of women on its committees is more than that of its membership until gender balance is achieved and encourage members to give similar attention in their nominations for election;
- (b) keep under review the regulations governing its membership, prizes, awards and grants to ensure that they do not inadvertently deter or fail to recognize people with non-standard career patterns;
- (c) actively encourage and facilitate the nomination of women for its prizes and awards, and ensure that it considers women when it is proposing nominees for external prizes and positions;
- (d) actively seek to include women speakers in its meetings and workshops;
- (e) expect that the organisers of conferences and activities who are seeking grants from the Society will: invite both male and female speakers, or explain why this is not appropriate or possible;
- (f) collect data and thereby monitor trends in the above.