Equality, Diversity and Inclusion Strategy 2025-2028

The British Academy

Introduction

The British Academy is the UK's national academy for the humanities and social sciences. At the Academy we strive for excellence in all our endeavours and aim to ensure that equality, diversity, and inclusion (EDI) is not just a checkbox but an intrinsic part of everything we do. We intend to embed it in every aspect of our work, wherever and whenever possible.

The British Academy is:

A **fellowship** of outstanding scholars and distinguished researchers.

A **community** for everyone engaged in the humanities and social sciences.

A **funder**, supporting research and working for the benefit of the public.

Our commitment to EDI is embedded across our Strategic Plan 2023-2027, where our aim is to open up the Academy:

"We want to inspire as many people as possible to engage with the humanities and social sciences and we will embed principles of equality, diversity and inclusion into everything we do. We want to broaden the diversity of our Fellowship, our staff and our funded researchers and to help foster a research community that is more representative of society. We will broaden the Academy's community by engaging with researchers that we do not currently fund, as well as those we do, particularly at early stages in their careers. We will also extend our national and international reach through new physical and digital facilities at our redeveloped London base, and through an enhanced programme of public events across the UK for students, scholars and everyone with curious minds."

Equality, Diversity and Inclusion Goals

To achieve our EDI priorities we will work to meet the following goals:

1 The work of the Academy: our Fellowship and the research and researchers we fund, support and publish in the UK and globally

- We will take positive steps to improve the diversity of our Fellowship, to ensure it is representative of excellence and diversity in academic research and effectively to engage with the frontiers of our disciplines. To achieve this, we have implemented an EDI Roadmap which will deliver a range of initiatives designed to embed EDI considerations across the election process. We will monitor these initiatives across three election cycles to review impact and at the same time continue to gather data to inform our next steps.

- We will continue to support an inclusive community of funded researchers reflective of society that includes an ever broader diversity of thought, expertise, and backgrounds. This includes further developing our Early Career Researchers Network. To this end we will take measures to ensure there is equality, fairness and transparency in our processes.

- We value accessibility and inclusion as integral to the Academy - including its building, events and publications - and will remove barriers to access and participation to the greatest extent possible.

- We will establish the Academy as a cultural institution in the heart of London with a wide public events programme, whilst also reaching out to diverse communities everywhere via online events, digital content and publications.

2 The Academy as an employer and workplace

- We have adopted anonymous recruitment practices, to minimise bias and recruit based on scenario-based questions, competencies, and our values. We will be an inclusive employer that attracts and retains talent and supports and nurtures diversity from all sections of society. This includes fair promotion, remuneration and hiring of staff.

- We will foster a working environment and culture which supports everyone in terms of their personal development, wellbeing and work/life balance, including family-friendly policies and a positive, inclusive culture underpinned by shared values.

3 The Academy as an influencer, convenor and partner

- We will continue to promote and protect SHAPE (Social Studies, Humanities and the Arts for People and the Economy) disciplines, including research that tackles societal challenges and inequalities.

- We will support and engage with the wider community of those who are invested in the humanities and social sciences, beyond those we directly fund such as ECRs, to ensure that our disciplines remain accessible to all.

- We will support international collaborations to strengthen UK relationships with the wider world. The work we fund internationally will embody principles of equitable partnerships.

- We will mobilise our relationships and partnerships to bring together a diversity of voices, leaders and stakeholders to identify and address issues in the research and public policy spheres.

Delivering our EDI goals

Our EDI goals are being delivered across the Academy by ten workstreams:

- The Fellowship
- Leadership
- Strategy and governance
- The Academy as an employer
- Research funding in the UK and overseas
- Policy development, influencing and engagement
- Communications and public engagement
- Funding the Academy
- Our building at 10-11 Carlton House Terrace
- Data and insight

Each workstream will deliver its own action plan and will be supported by the Academy's EDI Manager. Progress will be monitored by the EDI Advisory Sub-Committee of Council, made up of Fellows and external EDI experts, this group will also update and support Council on these matters.

Workstream leads will take part in workshops to create their plans and deliverables, to consider how to embed intersectionality in their work, and how to build engagement with their colleagues. Action plans will be shared across the organisation to create transparency, and staff will be able to support progress and act as critical friends through the Staff EDI Group. We will also engage the Academy's Early Career Researchers Network as critical friends. Annual progress updates for each workstream will be made publicly available on the Academy's EDI webpage. For more information please visit our website.

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