

The Seabird Group EDI Action Plan 2023



This document has been created to improve equity, diversity and inclusion (EDI) within The Seabird Group and the 'seabirding' community. We are particularly focussed on improving the equality and inclusion of people who identify as part of a marginalised or under-represented community. Where possible, we aim to collaborate with other organisations in related areas working to improve EDI.

This action plan was written by the Seabird Group EDI Officer (currently Lila Buckingham) and approved by The Seabird Group committee 2023. The EDI Officer (or other appropriate committee member) will review this plan at least once every two years.

Last revised: 02/11/2023

Revision due: 02/11/2025

Aim	Action	Deliverables	Progress: May 2021 - May 2023	Next steps: May 2023 – May 2025
<p>Proactively endorse EDI.</p>	<p>Amplify diverse voices.</p>	<ul style="list-style-type: none"> • Interact with events and organisations celebrating diversity in our sector, particularly those initiated by marginalised groups e.g. Black Birders’ Week, Pride in STEM/Polar Pride Day. • Across social media: re-post research, talks, blogs etc from people from marginalised communities or that focus on EDI issues in our sector. • Always use image descriptions for image and video posts on social media channels. • Within our newsletter: promote a diverse range of people e.g. through Seabirder Spotlight, include pieces focussed on EDI issues. • At conferences and events: <ul style="list-style-type: none"> ○ Look beyond our networks for invited speakers. ○ Aim for proportionate representation. 	<ul style="list-style-type: none"> • We continue to support events, organisations, and individuals across social media. • We ran an EDI-focussed newsletter in June 2021. • Our LGBTQIA+ t-shirts have been very successful and have raised £600 since 2020. This money has been reinvested in our training grants (see below). • We introduced a new hashtag (#SeabirdPride) across social media to increase visibility and support for LGBTQIA+ people. 	<ul style="list-style-type: none"> • Ensure consistent use of image descriptions across social media. • For our 2024 conference, our organising committee (The Seabird Group and the University of Coimbra) nominated and voted to select our plenary speakers. • At our 2024 conference, we will collect statistics on gender and other characteristics during registration to measure our progress towards proportionate representation.

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	Promote discussion of EDI issues.	<ul style="list-style-type: none"> Run working groups to discuss issues faced by people from marginalised communities from within the seabirding community and related areas, e.g. ecology, ornithology. Create and maintain communication with other organisations working towards similar goals. Keep in touch with working groups and create shared spaces for ongoing conversations and resources. 	<ul style="list-style-type: none"> We have run working groups focussing on LGBTQIA+ people, ethnicity and gender. We have used these meetings to inform this action plan. We have spoken to other organisations about their EDI experiences and efforts e.g. Pacific Seabird Group, BTO, BOU. We had an EDI-focussed presentation at our conference in 2022, which was very well received. 	<ul style="list-style-type: none"> Run a working group focusing on disability and health. Check in with people from previous working groups. Maintain contact with other organisations. We will run an EDI session at our 2024 conference.
Increase diversity of membership, committee, and journal board.	Collate information on membership diversity and inclusion.	<ul style="list-style-type: none"> Collect membership data on diversity and inclusion. Repeat this questionnaire every four years to measure our progress and monitor the effectiveness of our actions. 	<ul style="list-style-type: none"> We ran a members’ survey to collect data on diversity and inclusion during the first half of 2022. These results were reported at our conference in 2022 and we hope to publish them in 2023. 	<ul style="list-style-type: none"> We will re-run this survey in 2026.
	Increase diversity of committee and journal board.	<ul style="list-style-type: none"> Actively recruit under-represented individuals to the committee (not only into EDI roles) and onto the journal board. 		
Improve support and networking opportunities	Improve peer support.	<ul style="list-style-type: none"> Implement a buddy system to improve networks for early career people, particularly those from marginalised communities. Provide networking opportunities for people from marginalised groups at conferences. 		<ul style="list-style-type: none"> We have launched a ‘buddy’ network for early career people. We aim to implement social mixers at our 2024 conference

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	Increase conference accessibility.	<ul style="list-style-type: none"> • Include online options for conference attendance. • Include reduced conference fees, including online-only options and travel grants for people on low incomes. • Provide audio-visual guidelines for presenters. • Ensure chairs pronounce names and use pronouns correctly. • Provide a code of conduct and allow misconduct to be reported, with an anonymous option for reporting. • Provide childcare options. 	<ul style="list-style-type: none"> • At our 2022 conference, talks were recorded and available online after the conference for free (where consent was given by presenters). • We provided lower registration rates for early career people and members of The Seabird Group. 	<p>for different marginalised groups.</p> <p>At our 2024 conference, hosted by the University of Coimbra:</p> <ul style="list-style-type: none"> • We will aim to record talks and make them freely available. We will try to add transcripts for recorded talks. • We will enable people to register and donate towards covering a travel grant or registration cost for another participant. • We will implement guidelines for presenters, chairs, and participants. • We will implement a conference code of conduct and a method for anonymously reporting instances for misconduct and discrimination. • We will aim to implement a ‘quite space’ for people to retreat to during the conference. • We will aim to ensure that the conference venue is accessible (including wheelchair-accessible and with working hearing loops) and has a good

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				<p>number of women’s, accessible, and gender-neutral toilets.</p> <ul style="list-style-type: none"> • We will aim to ensure that at least one excursion is accessible. • We are looking into providing childcare for participants. • We will ensure that we provide allergen-free food options.
<p>Improve EDI within grant applications and journal review process.</p>	<p>Review grant application process.</p>	<ul style="list-style-type: none"> • Allow applicants to self-identify as from a marginalised community. 	<ul style="list-style-type: none"> • We reviewed our grant application process. • We now allow applicants to self-identify as a part of a marginalised community, and consider this in their favour during grant the grant review process. • We introduced a ‘training grant’, which provides up to £250 to individuals to support them to undertake a voluntary role to gain experience with seabirds. Thus far we have supported 6 individuals to undertake voluntary placements. • We have introduced a ‘pre-review’ service, where we can provide guidance on 	<ul style="list-style-type: none"> • Improve the reach of our training grants by targeting advertising towards groups for marginalised communities in ecology and ornithology (e.g. Flock Together, Rainbow Lorikeets, youth groups).

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	Review journal review process.		<p>applications prior to submission.</p> <ul style="list-style-type: none"> We have implemented a manuscript submission support service to help with English and scientific style. 	<ul style="list-style-type: none"> Incorporate measures (e.g., blind reviewing) that have been shown to increase inclusion during review. Look into providing training on inclusive reviewing the journal Editorial Board.