The Seabird Group EDI Action Plan

Version 1
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Approved by Executive Committee
Date: 04/05/2021
The EDI officer (or other appropriate committee member) will review this plan at least annually.

Abbreviations used in this document
EDI: Equality, diversity and inclusion
LGBTQ+: Lesbian, gay, bisexual, Trans, queer and other non-heteronormative sexual and gender identities
BIPOC: Black, Indigenous and People of Colour

This document has been created to improve equality, diversity and inclusion of The Seabird Group and is particularly aimed at people who identify as: BIPOC or any other marginalised and/or under-represented race or ethnicity; disabled; women or any other marginalised and/or under-represented gender; LGBTQ+; or otherwise identify as part of a marginalised community or are under-represented within our membership and marine ornithology. Where possible, we will aim to collaborate with other organisations working on improving EDI in related spheres.
<table>
<thead>
<tr>
<th>Aim</th>
<th>Action</th>
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| Proactively and openly support EDI | Regularly show support across social media | • Interact with events and organisations celebrating diversity in our sector, particularly those initiated by under-represented groups e.g. Black Birders’ Week, Pride in STEM/Polar Pride day  
• Consider adding image descriptions to image and video posts | Ongoing |
|  |  |  |  |
| Amplify diverse voices |  | • Across social media: re-post research, talks, blogs etc  
• At conferences and events  
  o Look beyond our networks for invited talks  
  o Aim for proportionate representation  
• Consider implementation of a series of online talks from people from under-represented groups  
  o Range of target audience types should be considered, including children e.g. BlackInMarSci’s ‘takes a bite out of’ series  
  o For those faced with financial barriers offer payment for their participation | Ongoing |
|  |  |  |  |
| Raise awareness and increase visibility |  | • LGBTQ+ t-shirts  
• #SeabirdPride: encourage LGBTQ+ individuals to tweet photos at seabird colonies wearing Pride merchandise, and organisations/individuals to support inclusiveness through retweeting/flying flags  
• Invite contributions to our newsletter speaking about EDI issues to raise awareness and highlight issues | Ongoing  
EDI-focussed newsletter in June 2021 |
|  |  |  |  |
| Collate knowledge from individuals | Set up contact with individuals from under-represented groups | • Working groups: LGBTQ+, BIPOC, gender, disability  
• Keep in touch with working groups and create shared spaces for ongoing conversations and resources  
  o LGBTQ+ Slack page  
  o BIPOC shared space on Google Drive | Had initial discussions with LGBTQ+ and BIPOC  
Complete all initial discussions by end of 2021: gender by June, disability during autumn |
|  |  |  |  |
| Improve diversity of membership, committee and journal board | Collate information on membership diversity | • Design and circulate a questionnaire to collect diversity information  
  o Ensure it is anonymous, so data cannot be not tied to any individual and to comply with GDPR requirements  
  o Repeat questionnaire every four years to measure our progress and monitor the effectiveness of our actions | Currently looking into survey methods  
Aim to send out in June 2021 newsletter |
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<th><strong>EDI Action Plan</strong></th>
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<td><strong>Increase membership accessibility</strong></td>
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| **Increase diversity of committee and journal board** | • Actively recruit under-represented individuals to the committee (not only into EDI roles) and onto the journal board  
• Investigate training opportunities for unconscious bias and microaggressions | Ongoing |
| **Improve support and networking opportunities** | **Improve top-down support** | Mentor scheme particularly aimed at individuals from under-represented groups who are likely to have smaller networks and gain less support in their seabird activities  
  o Invite mentors in newsletter and via social media  
  o If there is enough uptake, invite applications from potential mentees | Mentors: June 2021  
Mentees: October 2021 |
| | **Improve peer support** | Buddy system to network people up with particular characteristics (small groups e.g. 2-3 people)  
  • Provide social networking opportunities for people with particular characteristics  
    o Social mixers at conferences  
      ▪ Aim for these not to clash with each other or other important opportunities (e.g. early-career researcher events)  
    o Online meetings for networking between conferences  
      ▪ Opportunity to link up with other organisations | 15th International Seabird Group Conference; Cork 2022 |
| | **Increase conference accessibility** | • Include online options for conference attendance  
  • Include reduced conference fees for online-only or people on low incomes | 15th International Seabird Group Conference; Cork 2022 |
| **Improve EDI within grant applications** | **Review grant application process to include bias towards EDI initiatives** | • E.g. allow applicants to self-identify as part of an under-represented group  
  • Further points to be discussed within the grant review process | October 2021 |