

# The Seabird Group EDI Action Plan 2025



This document has been created to improve equity, diversity and inclusion (EDI) within The Seabird Group and the 'seabirding' community. We are particularly focused 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 Katrina Siddiqi-Davies) 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: 02/11/2025

Revision due: 02/11/2027

Aim	Action	Deliverables	Progress: May 2021 - May 2023	Progress: May 2023 – December 2025	Next Steps May 2025- May 2027
<b>Proactively endorse EDI.</b>	Amplify diverse voices.	<ul style="list-style-type: none"> <li>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.</li> <li>Across social media: re-post research, talks, blogs etc from people from marginalised communities or that focus on EDI issues in our sector.</li> <li>Always use image descriptions for image and video posts on social media channels.</li> <li>Within our newsletter: promote a diverse range of people e.g. through Seabirder Spotlight, include pieces focused on EDI issues.</li> <li>At conferences and events: <ul style="list-style-type: none"> <li>Look beyond our networks for invited speakers.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>We continue to support events, organisations, and individuals across social media.</li> <li>We ran an EDI-focused newsletter in June 2021.</li> <li>Our <a href="#">LGBTQIA+ t-shirts</a> have been very successful and have raised £600 since 2020. This money has been reinvested in our training grants (see below).</li> <li>We introduced a new hashtag (#SeabirdPride) across social media to increase visibility</li> </ul>	<ul style="list-style-type: none"> <li>Providing image descriptions across social media.</li> <li>For our 2024 conference, our organising committee (The Seabird Group and the University of Coimbra) nominated and voted to select our plenary speakers.</li> <li>At our 2024 conference, we collected statistics on gender and other characteristics during registration to measure our progress towards proportionate representation.</li> </ul>	<ul style="list-style-type: none"> <li>For our 2027 conference, our organising committee will nominate and vote to select our plenary speakers.</li> <li>Collect statistics on gender and other characteristics during registration in 2027 to measure our progress towards proportionate representation</li> <li>As we are now on Instagram, providing a short description of what Instagram photos show at the end of each post.</li> </ul>

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	Promote discussion of EDI issues.	<ul style="list-style-type: none"> <li>● Run working groups to discuss issues faced by people from marginalised communities from within the seabirding community and related areas, e.g. ecology, ornithology.</li> <li>● Create and maintain communication with other organisations working towards similar goals.</li> <li>● Keep in touch with working groups and create shared spaces for ongoing conversations and resources.</li> </ul>	<ul style="list-style-type: none"> <li>● We have run working groups focusing on LGBTQIA+ people, ethnicity and gender. We have used these meetings to inform this action plan.</li> <li>● We have spoken to other organisations about their EDI experiences and efforts e.g. Pacific Seabird Group, BTO, BOU.</li> <li>● We had an <a href="#">EDI-focused presentation</a> at our conference in 2022, which was very</li> </ul>	<ul style="list-style-type: none"> <li>● We ran a working group focusing on disability and health.</li> <li>● We ran an EDI session at our 2024 conference exploring issues around toileting in the field which was very well attended.</li> </ul>	<ul style="list-style-type: none"> <li>● Maintain contact with other organisations.</li> <li>● Run an EDI session at the 2027 seabird conference</li> <li>● Run a neurodivergent working group.</li> </ul>

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<b>Increase diversity of membership, committee, and journal board.</b>	Collate information on membership diversity and inclusion.	<ul style="list-style-type: none"> <li>Collect membership data on diversity and inclusion.</li> <li>Repeat this questionnaire every four years to measure our progress and monitor the effectiveness of our actions.</li> </ul>	<ul style="list-style-type: none"> <li>We ran a members' survey to collect data on diversity and inclusion during the first half of 2022.</li> <li>These results were reported at our conference in 2022 and we hope to publish them in 2023.</li> </ul>	<ul style="list-style-type: none"> <li>We will re-run this survey in 2026.</li> <li>We published the results of our 2022 survey "Diversity and inclusion within The Seabird Group: results from our 2022 membership survey"</li> </ul>	<ul style="list-style-type: none"> <li>Following the results of our 2022 Diversity Survey, in which over 90% of respondents identified as White, we recognise the need to improve the ethnic diversity of our membership, committee, and journal board. Increasing diversity will strengthen the Seabird Group's inclusivity, creativity, and representation of the wider community interested in seabird research and conservation. We will actively reach out to encourage membership and participation in the Guillemates scheme internationally.</li> <li>Explore school and community outreach sessions, particularly in areas with more ethnically diverse populations, to raise</li> </ul>

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<b>Improve support and networking opportunities</b>	Increase diversity of committee and journal board.	<ul style="list-style-type: none"> <li>Actively recruit under-represented individuals to the committee (not only into EDI roles) and onto the journal board.</li> </ul>			<ul style="list-style-type: none"> <li>Actively encourage applications and nominations from individuals from underrepresented backgrounds when recruiting new committee and board members</li> </ul>
	Improve peer support.	<ul style="list-style-type: none"> <li>Implement a buddy system to improve networks for early career people, particularly those from marginalised communities.</li> <li>Provide networking opportunities for people from marginalised groups at conferences.</li> </ul>		<ul style="list-style-type: none"> <li>We have launched a 'buddy' network for early career people.</li> <li>We trialled our first Seabird Pride in 2025, through hosting a tshirt design competition.</li> </ul>	<ul style="list-style-type: none"> <li>We aim to implement social mixers at our 2027 conference for different marginalised groups</li> <li>Improve and develop "Seabird Pride" so that</li> </ul>

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	Increase conference accessibility	<ul style="list-style-type: none"> <li>● Include online options for conference attendance.</li> <li>● Include reduced conference fees, including online-only options and travel grants for people on low incomes.</li> <li>● Provide audio-visual guidelines for presenters.</li> <li>● Ensure chairs pronounce names and use pronouns correctly.</li> <li>● Provide a code of conduct and allow misconduct to be reported, with an anonymous option for reporting.</li> <li>● Provide childcare options.</li> </ul>	<ul style="list-style-type: none"> <li>● At our 2022 conference, talks were recorded and available online after the conference for free (where consent was given by presenters).</li> <li>● We provided lower registration rates for early career people and members of The Seabird Group.</li> </ul>	<p>At our 2024 conference, hosted by the University of Coimbra: we recorded talks and made them freely available.</p> <ul style="list-style-type: none"> <li>● We implemented guidelines for presenters, chairs, and participants.</li> <li>● We implemented a conference code of conduct and a method for anonymously reporting instances for misconduct and discrimination.</li> <li>● We ensured that the conference venue was accessible (including wheelchair-accessible and with working hearing loops) and has a good number of women's, accessible, and gender-neutral toilets.</li> </ul>	<ul style="list-style-type: none"> <li>● We will enable people to register and donate towards covering a travel grant or registration cost for another participant.</li> <li>● We will aim to ensure that at least one excursion is accessible.</li> <li>● We are looking into providing childcare for participants, including an option for childcare in the conference MOU.</li> <li>● We will ensure that we provide allergen-free/ plant-based/specific dietary food options that is clearly labelled.</li> <li>● We aim to implement a 'quiet space' for people to retreat to during the conference and avoid overcrowding at poster sessions.</li> <li>● We aim to implement suggestions from working groups to improve conference</li> </ul>

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<b>Improve EDI within grant applications and journal review process.</b>	Review grant application process.	<ul style="list-style-type: none"> <li>Allow applicants to self-identify as from a marginalised community.</li> </ul>	<ul style="list-style-type: none"> <li>We reviewed our grant application process.</li> <li>We now allow applicants to self-identify as a part of a marginalised community, and consider this in their favour during the grant review process.</li> <li>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.</li> <li>We have introduced</li> </ul>	<ul style="list-style-type: none"> <li>We improved 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).</li> <li>We identified it would be useful to have two rounds of funding applications to support those applying for experiences in the Southern Hemisphere winter.</li> </ul>	<ul style="list-style-type: none"> <li>Continue to 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).</li> <li>Have two rounds of funding applications to support those applying for experiences in the Southern Hemisphere winter.</li> <li>Develop and promote training grants that prioritise and encourage applications from people from Black, Asian, and minority ethnic (BAME) backgrounds, to address</li> </ul>

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	Review journal review process.		<ul style="list-style-type: none"> <li>• We have implemented a manuscript submission support service to help with English and scientific style.</li> </ul>	<ul style="list-style-type: none"> <li>• We looked into providing training on inclusive reviewing for the journal Editorial Board.</li> </ul>	<ul style="list-style-type: none"> <li>• Incorporate measures (e.g., blind reviewing) that have been shown to increase inclusion during review.</li> <li>• We aim to provide training on inclusive reviewing for the journal Editorial Board, and to ask a diverse range of people to review manuscripts for Seabirds.</li> </ul>