



## RIS Policy on Diversity and Inclusion in our Activities

Research Innovation Scotland is committed to promoting and implementing equality and diversity within its activities. This policy applies to RIS members and any appointed steering committee members when planning event and activities.

### 1. The Scope of This Policy

- All members of Research Innovation Scotland Activity Steering Group.

### 2. Activity Steering Group Members

- RIS will continually monitor the membership of the Activity Steering Group to ensure gender, age and career stage are equally represented and that members are aware of this policy.
- RIS will ensure staff who are organising events are aware of their responsibilities under the Equality Act 2010.

### 3. Identifying Activity Speakers and Session Chairs

- The RIS Steering Group members will encourage and support underrepresented groups to apply to participate in RIS events and activities.
- The RIS steering group members will work together to produce a diverse speaker programme and will not discriminate on grounds of protected characteristics\*.
- RIS is committed to providing all levels of staff a platform to share their research and support a mix of senior and junior researchers.

### 4. Support for Speakers and attendees at RIS Activities

- RIS will ensure reasonable adjustments are made as appropriate to ensure members with a disability can overcome difficulties with the events environment.
- RIS will ensure reasonable adjustments are made to support all speakers and participants with childcare responsibilities.
- Where possible, RIS will record and/or live stream activities to be made available to participants unable to attend the event(s).
- RIS will ensure that, where necessary, reasonable adjustments are made to allow activities accessible to all attendees.

*\* age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation*

**Please note, each individual RIS member has their own policy on diversity and inclusion. For more information on these policies, please visit our members individual websites via the interactive graphic on our homepage.**