Standards-Makers Diversity & Inclusivity

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By Royal Charter

Diversity & Inclusivity Strategy and Action Plan

Current state, in general:

- Underrepresentation of stakeholders and human differences on committees

- Using data / information in standards / to create standards without deliberate and explicit consideration of inclusivity

- in trying to be neutral or universal, standards are inadvertently reinforcing existing inequalities and biases or simply are not relevant to / inclusive of certain stakeholders and people

Diversity & Inclusivity Strategy and Action Plan

Through our Diversity and Inclusivity Strategy and Action Plan we will:

- create a more diverse community of BSI standards-makers and an inclusive standards-making environment

- create more inclusive standards which responsively address different human and stakeholder needs

- ensure BSI is a recognized leader in diversity and inclusivity in the global standards development community

Diversity & Inclusivity Strategy and Action Plan

Our strategy / commitment

- proactively manage membership and participation in standards development to strive to ensure there is a balance of stakeholders and a range of human differences represented in the development of standards

- strive to ensure the standards development environment is collaborative, supportive and respectful and one where we value and practice respect for the talents, experience, expertise and points of view of all participants enabling each one to have an equal opportunity to contribute to the process.

- strive to ensure that standards meet the needs of those using them and those directly and indirectly affected by their use

Standards Policy & Strategy Committee

Provide guidance, make / listen to recommendations, arbitrate if needed etc.

D&I Working Group

Drive implementation of policy / activities, set programme for / consult with E&I panel as appropriate etc.

Diversity and Inclusivity Advisory Panel

Provide expertise to committees, develop the process for all standards development, etc.

* Confirmed new group; see section 5 for more info

Nominating Bodies

Be aware of policies / expectations, consider diversity when selecting reps, etc.

Chairs

Lead by example, work w/ BSI to ensure committee mbrshp is diverse & balanced, etc.

Committee Members

Adhere to policies / expectations, provide feedback, etc.

ALL – follow policies/procedures, make suggestions, provide feedback, flag concerns, etc.
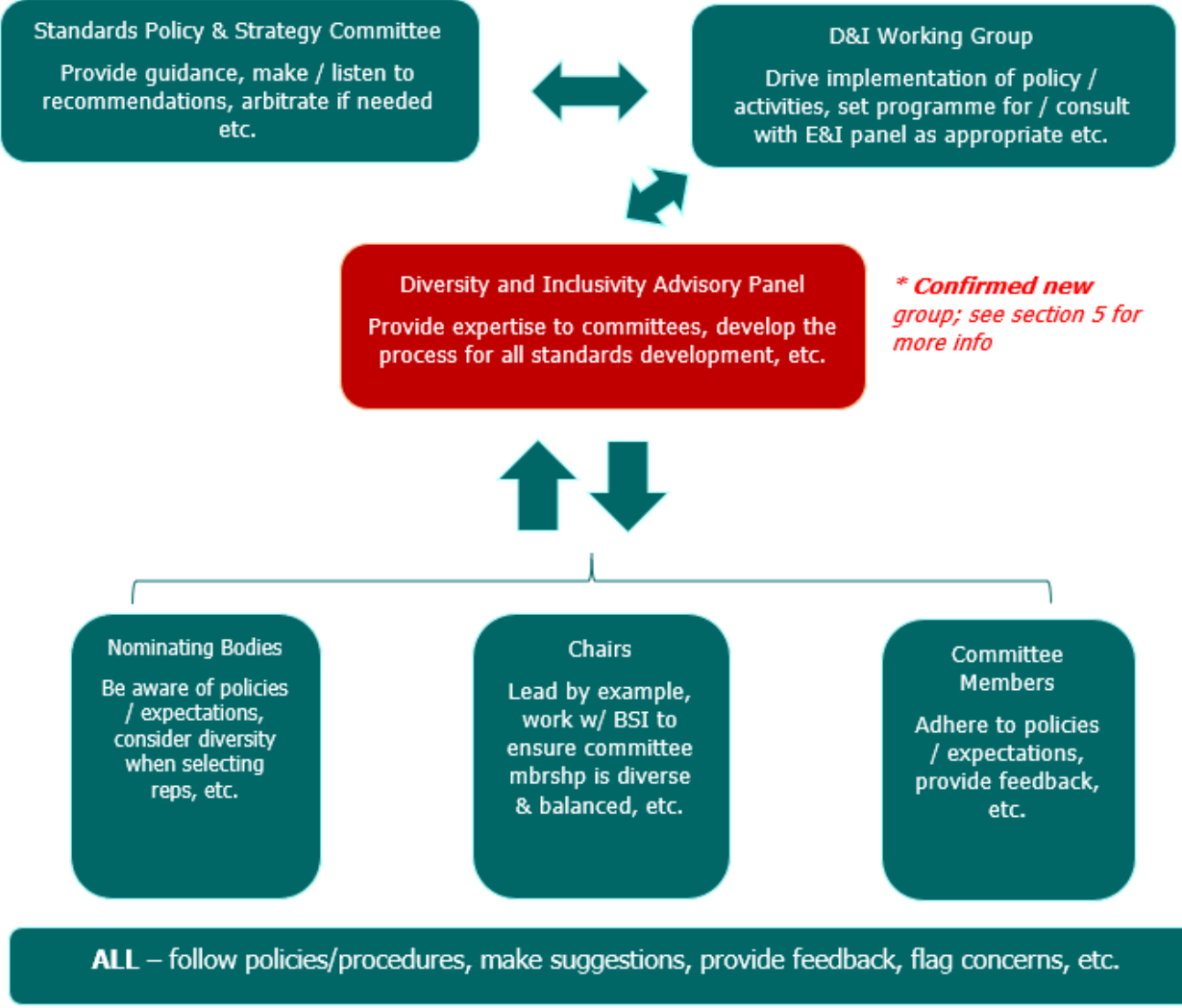
Diversity & Inclusivity Strategy and Action Plan

Culture

- Open and transparent

- Shared accountability

- Enabled and empowered people

- Proactive actors

Outcome	Measures
❶ A more diverse community of BSI standards-makers and an inclusive standards-making environment	✓ Numbers – has diversity amongst committee members grown and to what extent; how many relevant new nominating organizations have we engaged ✓ Action – what new campaigns have been run and what was their level of success; what relevant events have featured a BSI presence ✓ Feedback – survey designed to measure how inclusive the environment feels ✓ Implementation of new policies and procedures which enable change
❷ More inclusive standards which responsively address different human and stakeholder needs	✓ Numbers – how many new/revised standards have been intentionally developed/revised to be inclusive ✓ Tools – delivery of new tools and resources and implementation of new procedures to enable committees to develop inclusive standards ✓ Embedding – to what extent are the changes being embedded as systematic, standard operating procedure ✓ Feedback – are the inclusive standards actually effective, are they changing anything when used
❸ BSI is a recognized leader in diversity and inclusivity in the global standards development community (esp. as relates to the Gender Declaration)	✓ Level of involvement and influence of BSI in development of policy at international / European level ✓ Level of demand for advice from BSI ✓ Extent to which BSI approach is adopted / mirrored elsewhere

Taking Action – The plan

Action	Linked to which outcome(s)	which stage / area of the process
Evaluate/analyse promotional materials and role descriptions, etc. to assess their level of inclusivity	❶	recruitment
Use alternative / new communication channels and targeted, bespoke messaging for recruitment	❶	recruitment
Proactively "recruit" relevant new nominating bodies	❶	recruitment
Conduct an inclusivity survey and use results to inform action	❶	environment
Ensure that every touch point of the experience is "inclusive as standard"	❶	environment
Provide relevant training and support for colleagues and standards-makers	❶	tools environment
Recognize and promote D&I champions (individuals, teams, committees, etc.) and success stories	❶	environment

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Taking Action – The plan

Action	Linked to which outcome(s)	which stage / area of the process
Develop robust and clear policies and procedures which are proactively implemented; promote the positive and address the negative	❶ ❷	environment standards dev.
Have a diversity and inclusivity "champion" on every team and on every strategy-level / top-tier committee [1] and set clear expectations for these committees around D&I	❶ ❷	recruitment standards dev.
Create a Diversity and Inclusivity Advisory Panel [2]	❶ ❷	recruitment standards dev.
Use balanced and representative data/research and disaggregated analysis [3]	❷	standards dev.
Use reference/standard human information for both males and females, other human differences [3]	❷	standards dev.
Recognize gender, diversity, inclusion, etc. expertise as bona fide and relevant forms of expertise in their own right	❷	standards dev.

Taking Action – Highlights 2019

❖ Internal launch of Standards-Makers: Inclusive as Standard campaign

❖ BSI signing of the UNECE Declaration for Gender Responsive Standards and Standards Development

❖ Approval to eliminate the use of gender-based and hierarchical titles (e.g. Mr, Prof, etc.)

❖ BSI stand at the Women in STEM Conference

❖ Launching the committee member survey focused on diversity and inclusivity (a copy of the survey is attached separately)

❖ The Standards-Makers Working Lunch in September with committee chairs and nominating bodies where we discussed how to make Inclusive as Standards real

Taking Action – Highlights 2019

❖ Speaking at / participating in the Women and Growth Forum at Chatham House helping to raise awareness about standards as tools for gender equality and the need for more women / gender experts to get involved

❖ Meetings with BEIS / OPSS to identify ways they can support Inclusive as Standard

❖ Speaking at the Women Leading in AI Conference

❖ Starting to set up a D&I "knowledge sharing network" with other NSBs

❖ Connections forged with new nominating bodies:

- Women Leading in AI
- SecurityWomen
- Association for Black and Minority Ethnic Engineers
- Leonard Cheshire
- The Ability People