Inclusivity and Diversity Policy for the Research Ethics Committee (REC)

1. Introduction

The Research Ethics Committee (REC) is committed to fostering an inclusive and diverse environment that respects and values the unique perspectives and contributions of all members. This policy outlines our commitment to inclusivity and diversity in all aspects of our operations.

2. Purpose

The purpose of this policy is to:

- Promote inclusivity and diversity within the REC.
- Ensure equitable representation and participation of all members.
- Create a supportive and respectful environment for ethical decision-making.

3. Scope

This policy applies to all REC members, including the Chair, Deputy Chair, and committee members, as well as any external advisors or consultants.

4. Principles

The REC is guided by the following principles:

- **Equity**: Ensure fair treatment, opportunities, and advancement for all members, regardless of their background.
- **Diversity**: Embrace and celebrate the diverse perspectives, experiences, and identities of all members.
- **Inclusion**: Foster a sense of belonging and ensure that all members feel valued and respected.

5. Objectives

The REC aims to achieve the following objectives:

- **Representation**: Ensure diverse representation within the committee, including gender, ethnicity, age, disability, and other dimensions of diversity.
- **Participation**: Encourage active participation and engagement of all members in discussions and decision-making processes.
- **Support**: Provide support and resources to promote inclusivity and address any barriers to participation.

6. Strategies

To achieve our objectives, the REC will implement the following strategies:

A. Recruitment and Membership

- **Diverse Recruitment**: Actively seek and recruit members from diverse backgrounds to ensure a broad range of perspectives.
- **Inclusive Membership**: Ensure the committee includes members with diverse identities and experiences.

B. Training and Development

- **Inclusivity Training**: Provide training on inclusivity, diversity, and unconscious bias for all REC members.
- **Professional Development**: Offer opportunities for professional development to enhance members' understanding of ethical issues and inclusivity.

C. Communication and Engagement

- **Open Communication**: Encourage open and respectful communication among members, ensuring that all voices are heard.
- **Feedback Mechanism**: Establish a mechanism for members to provide feedback on inclusivity and suggest improvements.

D. Policies and Procedures

- **Inclusive Policies**: Develop and implement policies that promote inclusivity and address any barriers to participation.
- **Regular Review**: Regularly review and update policies to ensure they remain effective and relevant.

E. Monitoring and Evaluation

- **Ongoing Monitoring**: Monitor the effectiveness of inclusivity and diversity initiatives and make adjustments as needed.
- **Evaluation**: Conduct regular evaluations to assess progress towards inclusivity and diversity goals.

7. Responsibilities

All REC members are responsible for:

- **Promoting Inclusivity**: Actively promoting inclusivity and diversity within the committee.
- **Respecting Diversity**: Respecting and valuing the diverse perspectives and contributions of all members.

- **Addressing Barriers**: Identifying and addressing any barriers to participation and engagement.

8. Reporting and Accountability

- **Annual Report**: Include a section on inclusivity and diversity in the annual report to the Research Innovation Committee (RIC).
- **Accountability**: Hold members accountable for adhering to the inclusivity and diversity policy.

9. Conclusion

The REC is committed to creating an inclusive and diverse environment that supports ethical decision-making and values the unique contributions of all members. By implementing this policy, we aim to foster a culture of respect, equity, and inclusion.