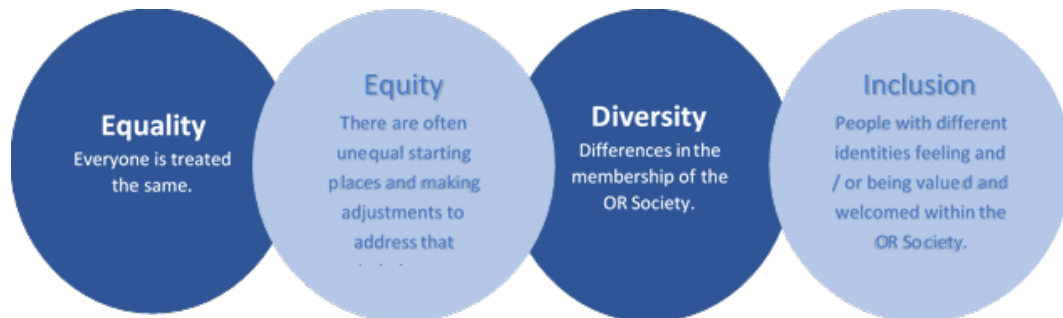


## OR Society Equality, Equity, Diversity & Inclusion:

### Ambition & Strategy

The following document outlines the OR Society Equality, Equity, Diversity & Inclusion (EEDI) ambition and strategy, providing details of how these will be achieved.



#### Ambition

At the OR Society, equality, equity, diversity and inclusion are at the core of who we are. Our commitment to these values is unwavering – across everything we do. We know that having varied perspectives helps generate better ideas to solve the complex problems of a changing world. We want our membership to be reflective of the communities OR supports; helping to maximise its impact. We want our diverse membership to feel they belong as part of our vibrant OR community. Diversity, equity, and inclusion are central to achieving our mission for OR and the OR Society.

#### Strategy

We plan to achieve our ambition by following our strategy, which is outlined below:

- Inclusion unleashes the power of diversity. The OR Society will focus its efforts on inclusion; being considerate; asking members' views of how we are doing; and working collectively to remove the barriers we are able to.
- We are reflective of the community we support. We strive to make the membership of the OR Society more representative of the UK as a whole. We encourage the Profession to do this also. Role model. Representation. Intersectionality.
- We celebrate visible and non-visible forms of diversity. Beyond the protected characteristics we will include other aspects such as neurodiversity, introversion / extroversion, practitioner / academic, geographic spread, social economic background and other non-visible characteristics.
- Together we achieve more. Diversity, equity, and inclusion is our collective responsibility and it will take a team effort, from the OR community, to achieve our EDI ambition.
- Greater impact is achieved with focus. The OR Society will take a strategic approach to EDI, rather than trying to do everything at once. It will focus on agreed areas, delivered via the ORS EDI Programme of work.
- We demonstrate our commitment to EDI by doing meaningful actions.

### **Achieving our Strategy**

Programme of work, which will achieve the desired outcomes at the next Science Council Framework re-assessment in circa. 2024. This will be complimented with ongoing strategic activities and changing strategic priority areas of focus.

The delivery of the Programme will be governed via the ORS EDI Group, which will meet every six months with progress reporting in between meetings. The Senior Responsible Owner will be the ORS Diversity Champion who is accountable in conjunction with the with the senior executive staff member for successful delivery of the activities within the remit of the Group. The responsibility for delivery of activities sits with the owners for each.

There will be regular small communications to the OR Society members related to EDI.

Progress against the ORS EDI ambition and strategic intent will be assessed via stories and both qualitative and quantitative data. With specific focus to the following areas:

- Diverse membership maintained over time.
- Members feel they belong to the OR community.
- Wide pool of people involved in ORS EDI activity.