

BSG EDI report – August 2024

Chris Hackney (JVC)

Key updates:

1. Formalisation of the BSG EDI statement

- This statement reaffirms the Societies commitment to improving EDI across the Society and the broader reach of the subject of geomorphology
- This was ratified by the EC in April 2024 and uploaded to the website.

2. EDI has been embedded throughout the revised BSG 5-year strategy

3. Formation of a new EDI steering group

- This group is comprised of volunteers from across the EC and sub-committees, and is chaired by the JVC.
- The role of the steering group is to coordinate EDI activities across sub-committees, ensure effective communication on EDI strategy and avoid duplication of effort. It's role is key to ensuring EDI sits front and centre of the core BSG strategy and activities over the coming year, hence the role of the JVC in chairing and feeding up to senior leadership.
- The current composition of the steering group includes:
 - o Chris Hackney (JVC)
 - o Fiona Caithness (Hon Secretary)
 - o Catherine Sanders (Research Sub-Committee)
 - o Mattie Biddulph (Professional Geomorph)
 - o Stuart Grieve (Pubs – temporary)
 - o Hwyl Griffiths (Pubs – temporary)
 - o Shubham Tiwari (PRG rep)
- The steering group will meet two times a year prior to the autumn and spring Exec meetings
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4. Undertaking scoping analysis to identify areas within existing BSG material/website and activities that could be reviewed to improve EDI

- This includes areas such as rebranding the “photo” competition to an “artistic” competition to recognise that some members may not be physically able to access remote areas to capture photos, and allow other artistic interpretations of geomorphology.
- Improving access and readability of educational and promotional material
- Working through the website to ensure text is consistent, positive and gender neutral

5. Continuation of Fi Wi Roads sponsorship

- The BSG has reaffirmed its commitment to the Fi Wi Roads initiative for the next two years (2024 and 2025), at £5k a year, working alongside the RGS and the Fi Wi Roads team to deliver the internship

- The Fi Wi Roads internship aims to support Black students across the UK in building networks, voice and experience, encouraging them to stay within a discipline in which Black geographers are consistently under-represented.
- This year (2024) we have supported five interns, Sheldon French, Mia Yearwood, Bilan Abdullahi, Arianna Ward and Anaya Jowers.
- The interns deliver a webinar for the BSG (happening late August 2024) discussing indigenous knowledge of geomorphology, including an invited speaker of Dr Zoe Todd (Simon Fraser University)
- Two interns (Arianna and Anaya) have also helped the running of the Loughborough annual meeting

6. Launch of the first annual EDI members survey

- In August the first EDI members survey was circulated to the BSG membership. The survey will remain open until September 9th and will be heavily promoted at the Annual meeting.
- The survey is voluntary and anonymised.
- This will be an annual survey whose aim is to benchmark and allow tracking of progress against key demographic data and feedback on BSG activities with a view of improving our EDI record.
- Currently, no data is kept or maintained on the demographic of the membership (see Membership Offers report). This survey will fill that gap and allow us to provide annual update and progress reports to accompany the implementation of the new BSG strategy and EDI statement.
- All data collected will be treated inline with the BSGs GDPR statement and requirements. Only the JVC (EDI lead) and membership officer will have access to the data and analyse the data.