



**MIDLANDS  
SCIENCE**

Equality, Diversity,  
Inclusion & Belonging



This new Equality, Diversity, Inclusion, and Belonging Strategy (referred to as 'EDIB' or 'The Strategy' within this document) reflects the outcomes of an extensive review of best practice and broad consultation with stakeholders, including representatives of communities we work with. With intersectionality as a central tenet of its goals and objectives, the new Strategy will inform our practice going forward.

The Strategy reflects our acceptance that there are significant challenges in tackling systemic inequities which affect how people engage with science and science outreach opportunities. It sets the direction of travel for the organisation and has been designed with built-in flexibility. This flexibility ensures that an agile approach can be adopted, enabling the organisation to pivot towards emerging needs which arise through ongoing internal and external consultation. By developing this strategy, we aim to promote a culture in Midlands Science that is underpinned by equality, diversity, inclusion and belonging. We aim to build on experience to date and set goals for what we want to achieve and continuously monitor our progress.

We have always been committed to promoting equality and ensuring that no one is denied opportunities or discriminated against through prejudice or exclusion due to factors such as age, disability, sex, gender identity, pregnancy and maternity, race, religion or belief, and/or sexual orientation. Everyone should expect to be treated with respect, to be treated fairly and to have the opportunity to reach their potential through engaging with our work. As part of our curation and programming, we consider the needs of all our potential participants and look at them as individuals. We do not make assumptions about them and use a design thinking approach, focus groups and research to help us programme in a more inclusive way. We have a proven track record in audience engagement and ongoing collaboration with multiple organisations and this work will be enhanced by embedding a bespoke EDIB policy and plan into our approach going forward. This commitment to equality and diversity is also reflected in our employment and contracting policies and practices, where consultation is key to detailing how this new policy and plan development will affect such practices.



The plan and policy will serve as a road map for establishing broad principles relating to what and how EDIB looks for us as an organisation. We note that this is not a set position, as it evolves as we do and is conscious of the sector we work within and the wide variety of people we work with. We are also acutely conscious of our work on this developing policy of intersectionality and how this may affect our roll out of effective EDIB interventions in our work.





We have to date learnt to constantly improve with the aim of creating a more diverse and inclusive working environment, not only for our employees and contractors but also in our interactions with our key stakeholders, donors, school and youth communities and the general public. With support from experts and allies in the outreach, education and EDIB communities, we began by gathering baseline data via surveys and interviews. We are committed that the results not only highlight existing strengths, but also potential for improvement and learning. This work will involve trustees, staff, contractors and stakeholders, donors, participants, and beneficiaries. We value a diversity of perspectives as this strategy's actions progress.

We are aiming to be a role model of best practice in the science outreach community for EDIB. This could include acknowledging the important role of mental health in all work and sustainability issues and be reflected in our work practices. Overall, this should mean cultivating an inclusive culture that recognises and includes [but not limited to] – gender, civil status, family status, sexual orientation, religious belief, age, disability, race, membership of the travelling community and disadvantaged socio-economic status. We are committed to creating workplace and outreach environment that promotes not only diversity and inclusion, but also a sense of belonging. We aim to create an open and inclusive culture where everyone feels valued and comfortable. This way, regardless of differences, experience, or education, we can all thrive and reach our full potential.



Mainstreaming equality for us simply means integrating equality into the day-to-day working of Midlands Science. This means taking equality, diversity, inclusion and belonging into account in the way we exercise our functions. In other words, equality should be a key component in everything we do.

Mainstreaming EDIB has a number of benefits including equality becoming part of the structures, behaviours and culture of Midlands Science knowing we can demonstrate how we are promoting equality to others contributing to continuous improvement and better performance for our organisation and stakeholders.

Following consultation, in 2024 we will be making a commitment to Equality Impact Assessments which will be designed to ensure that our strategies, policies and plans do not discriminate, consider how they might better advance equality of opportunity, and consider whether relevant policies will affect good relations between those who share a protected characteristic and those who do not.

As we move forward in this EDIB journey we look forward to working with our partners and stakeholders and getting your views on how we can all progress equality in science outreach together. If you would like to be part of this process, please [email jgorman@midlandsscience.ie](mailto:jgorman@midlandsscience.ie)



The work will be delivered in a two-pronged approach.

Internal – trustees, staff, and key stakeholders – commitment to build an equitable and inclusive culture in the organisation.

External – donors, other stakeholders, participants, and beneficiaries.

We aim to be a role model in the science outreach community for EDIB. This includes acknowledging the important role of mental health in all work and sustainability. Overall, this should mean cultivating an inclusive culture that recognises and includes [but not limited to] – gender, civil status, family status, sexual orientation, religious belief, age, disability, race, membership of the travelling community and disadvantaged socio-economic status. We are committed to creating a workplace environment that promotes not only diversity and inclusion, but also a sense of belonging. We aim to create an open and inclusive culture where everyone feels valued and comfortable. This way, regardless of differences, experience, or education, we can thrive and reach our full potential. Research with stakeholders for the development of this strategy has encouraged us in our EDIB journey.

At Midlands Science, we use the term EDIB because it encompasses all the areas that need to be thought about and continually worked on if a company is to have a successful working culture that is maintained. EDIB stands for equality, diversity, inclusion and belonging.

Equality – fairness, equal rights and opportunities for all.

Diversity – recognising and celebrating differences seen across people.

Inclusion – people feeling welcomed and valued.

Belonging – a culture where people feel able to be their true selves at work.

The overall purpose of our EDIB strategy is to ensure that equality, diversity, inclusion and belonging considerations underpin all our activities.

Our strategic goals are

1. To produce a set of principles for EDIB in Midlands Science which will underpin all activities.
2. Model best practice for EDIB in science outreach.
3. Develop an understanding in the organisation and with stakeholders of what EDIB means for the work of Midlands Science.
4. Identify barriers that limit the implementation of EDIB in science outreach, highlight these and work to remove them where possible.
5. Embed reflection and review of our EDIB strategy into our evaluation of all work.
6. Share progress and learning in our networks as part of other best practice work.

**Our strategy is built on four key elements.**

#### **Committed Network:**

The trustees, executive, contractors, and key stakeholders are committed to creating an environment that values EDIB.

#### **Sharing Practice**

Midlands Science commits to building an understanding of and capacity for EDIB among all stakeholders in science outreach.

#### **Modelling Best Practice**

Midlands Science strives to demonstrate EDIB best practice in all activities.

#### **Reflection and Review**

Working with partners, Midlands Science will develop approaches for reflection and revision of EDIB plans.



## Bringing the EDIB strategy to life – Implementation Plan

### Committed Network

Action	Desired Outcome	KPIs (exemplars)	Timeline
Produce an agreed set of principles for EDIB	Shared understanding of EDIB across all stakeholders	EDIB principles published	Q4, Year 1
Identify an EDIB champion in the organisation.	Constant EDI lens	Champion identified and active.	Q3, Year 1 onwards
Build EDIB into the Terms of Reference for all projects.	Responsibility for EDIB defined	#ToR with EDI	Q3 , Year 1 onwards
Include EDIB as a recurrent agenda item at trustee meetings.	Constant EDI lens	# meetings	Q3, Year 1 onwards
Working with partners, target opportunities to bring a national focus to EDIB into science outreach.	Increased national awareness of EDI in the context of science outreach.	# initiatives contributed to	Q2 , Year 1 onwards

## Sharing Practice

Action	Desired Outcome	KPIs (exemplars)	Timeline
Embed an EDIB focus within all programmes delivered by the Midlands Science	Awareness of centrality of EDIB to Midlands Science	# events with EDIB embedded # attendees #students	Q2, Year 1 onwards
Co-develop short (video) to define EDIB in Midlands Science	Co-developed training building on agreed EDIB principles	Video available # views	Q1 Year 2
Co-develop and share illustrative examples of inclusive, diverse, and equitable Science outreach environments	Increased clarity and enhanced understanding of EDIB principles	# examples available # usage/views	Q4, Year 1 onwards
Embed EDIB section into to reporting to board and annual report	Increased clarity and enhanced understanding of goals	Case studies and examples shared # case studies	Q3, Year 1
Engage with underserved groups and organisations	Raise profile of Midlands Science amongst underserved communities	# interactions with underserved groups # outputs from these interactions # new participants	Q2, 2024 onwards

## Best Practice Modelling

Action	Desired Outcome	KPIs (exemplars)	Timeline
Model best practice in training and invite critical review by attendees	Enhanced learning by attendees Learning by doing for trainers	# training events impacted # revisions to training	Q3, Year 1 onwards
Model best practice in Network governance meetings and invite critical review by attendees	Enhanced learning by all participants	# meetings with critical review # reported revisions to operation of meetings	Q4, Year 1 onwards
Develop, embed and promote EDIB aspects of Midlands Science events	Guidance by example	Recommendations developed # Uses of recommendations in planning events	Year 2 onwards

## Reflection and Review (continuous improvement)

Action	Desired Outcome	KPIs (exemplars)	Timeline
Develop, pilot and share appropriate metrics to measure progress on embedding EDIB	Relevant, appropriate  metrics supporting Midlands Science ethos.	Agreed metrics  published	Q1, Year 2
Develop appropriate and accessible methods to gather input from participants on the implementation of our EDIB Plan through existing evaluation platform.	Gather participant  feedback	Methods developed  # times used # Case study  learnings shared	Year 2  onwards
Review feedback at local and National levels and identify actions	Continuous learnings	#interactions	Year 2  onwards
Sharing learnings via case studies and shared learning events	Shared learning #	# shared learning events	Year 2  onwards
Annual strategic review of EDIB initiatives (external advisory panel involved)	Revise strategy (if required)	Annual review  Revised strategy	Q1 annually

### Oversight and monitoring

Overall progress on implementation of the EDIB Strategy will be reviewed on a quarterly basis by Midlands Science and the organisation commits to a culture of continuous learning and improvement on EDI aspects of our work.