

This has been the second year that we have had a Diversity and Inclusion Officer on the ISSG Committee and I've been proud to contribute to this aspect of our committee and Specialist Group.

As one of the largest speciality groups of over 3,000 strong, we have a diverse membership and I'm pleased to report that this diversity is reflected in our Committee members as well as throughout our general membership.

Pleasingly, there have been no diversity / inclusion issues reported this year within the ISSG and we endeavour to continue to ensure that all our meetings are as inclusive and accessible to allow all members to attend as we progress to more physical meetings rather than pandemic era zoom calls.

In November, I attended the first BCS Inclusion Officer Community workshop held online & in-person at BCS London offices. This event was designed to support BCS community inclusion officers and was an interesting with presentations from large Corporates and group breakout sessions to share experiences. A clear need to be vigilant about unconscious bias was a message that came through several sessions.

A BCS wide membership survey for Diversity and Inclusion has been developed by the Communities Team and this will be circulated shortly to all BCS members via email and I plan to work with the BCS Committees Team to analyses and review the results.

I will endeavour to work with other BCS groups to support inclusion and diversity initiatives over the next twelve months including collaboration with some of the new specialist groups that the BCS has created.

Best regards

Andrew Wright