

The UK Young Academy's Equality, Diversity, and Inclusion Statement and Action Plan

Equity, Diversity, and Inclusion Working Group

October 2025

Statement

Embedding equity, diversity, and inclusion (EDI) across our work is both a core commitment and a strategic priority for the UK Young Academy. While many initiatives aim to reduce inequalities, significant differences in experience persist across the UK's diverse population. These inequalities affect areas such as education, employment, and health, and are shaped by characteristics including, but not limited to, race, gender, sexuality, disability, and socio-economic background. These issues do not exist in isolation. Many people experience intersectional inequalities, which are often intensified by wider systems of power and exclusion. Despite growing attention, there is still inconsistency in how EDI is understood, implemented, and prioritised across sectors.

Our EDI Statement and Action Plan sets out the UK Young Academy's commitment to embedding EDI in all that we do — within the Young Academy and through our external work. By working to address systemic inequalities, removing barriers to participation, and amplifying underrepresented voices, we aim to build a more inclusive Young Academy and contribute to a fairer, more equitable society.

Reflecting on our Strategic Plan 2024-2028

Our organisation is guided by our [Strategic Plan 2024-2028](#). EDI exists as a core principle shaping all aspects of the work we do:

"We are equality, diversity, and inclusivity advocates. As the strategy outlines, by placing EDI principles at the core of all we do, we are committed to actively creating an environment where all feel welcome, included, and able to reach their potential, both within our Young Academy and in the broader society. We do this by fostering and contributing to societal initiatives and policies".

This principle guides the overall missions and values outlined in the Strategy. More directly, it informs the key priority of "amplifying unheard, marginalised, and underrepresented voices". Achieving this priority requires us to be truly representative of the rich lived experiences and diverse society we live in, and become an EDI leader through tackling under-representation, breaking down barriers for marginalised groups, and proactively fostering a positive culture. We are focused and committed to achieving these outcomes through:

- Ensuring we have a diverse and inclusive membership
- Incorporating fair accessibility and engagement opportunities
- Tackling systemic inequalities in the UK and then globally
- Enhancing impact through collaboration from our unique membership

To make this mission a reality, the UK Young Academy has established both a dedicated governance group and a specific EDI Action Plan. The governance group (made up of our members) and the Action Plan serve as key accountability mechanisms, ensuring that our EDI commitments are embedded, upheld, and prioritised across all internal and external work.

EDI Action Plan

We are advocates for equality, diversity, and inclusion and seek to centre EDI in all our work. This means actively creating a culture where everyone feels welcome, valued, and supported to reach their full potential, both within our Young Academy and in wider society. We achieve this by supporting and contributing to progressive societal initiatives and policies. To put these commitments into action, our first EDI Action Plan will run alongside the wider UK Young Academy Strategic Plan until the end of 2028.

Midway through the Strategic Plan, we will conduct an interim review to assess our progress towards achieving the key EDI principles and priorities as outlined above.

1. A diverse and inclusive membership

Ensuring we have a diverse and inclusive membership to drive better outputs. Operating as a multi-disciplinary organisation, we aim to promote inclusivity and diversity among our membership by:

- Applying inclusive and transparent recruitment processes, led by our Membership Working Group, with targeted outreach to underrepresented groups.
- Ensuring fairness, clarity, and openness in the election of Executive Committee members.
- Proactively supporting people from marginalised groups as well as at-risk scholars and professionals, including displaced academics.
- Ensuring underrepresented voices are meaningfully involved in the activities and leadership of the UK Young Academy.
- Promoting and celebrating the contributions of our diverse membership, voices often excluded from academic, business, civic, and creative sectors.

2. Incorporating fair accessibility and engagement opportunities

- Take an evidence-led approach to understanding the diverse access needs of UK Young Academy members to better support our internal and external activities.
- Champion regional and thematic engagement to reflect the diversity of our work.
- Provide opportunities for learning and reflection, including access to EDI training and peer learning spaces.
- Provide clear, transparent processes for members to raise ideas, feedback, or concerns to the EDI Working Group.
- Continue to evolve our organisational practices — including meeting formats, communication styles and decision-making processes — to support a culture of inclusion and engagement.

3. Tackling systemic inequalities

Tackling systemic inequalities in the UK and then globally to engage and generate social justice and impact for society. The EDI Working group will:

- Develop a flexible and proportionate Equity Impact Tool/ Equity Impact Assessment Framework to support inclusive project development, funding, and ethics processes across all projects and Working Groups.
- Collaborate closely with the Project Working Group to embed EDI principles and strengthen equality assessments within project templates.

- Spotlight and learn from UK Young Academy initiatives that demonstrate good practice in EDI, such as the THRIVE, IMAGINE, Health OpenSpaces, and Science and Technology Diplomacy projects.
- Use our platform to amplify the voices of minoritised and underrepresented groups, supporting broader societal change.
- Advocate for continued funding and structural support of work aligned with our strategic EDI priorities. (or retain: Continued commitment to funding work that aligns with our strategic priorities).
- Act as a resource for the executive team and wider UK Young Academy membership by providing input and guidance on EDI-related policies and position statements.

4. Enhance impact through collaboration

Enhance impact through collaboration from our unique membership.

- Maintain and develop new partnerships with other Young Academies globally, social and public organisations, and existing communities.
- Ensure that opportunities for collaboration are fair and transparent.
- Be clear and open about our commitments to EDI in our collaborations and invite mutual accountability.
- Consider when the UK Young Academy is best placed to lead — and when it is appropriate to step back, support others, and amplify underrepresented voices.
- Develop collaborations that recognise and value diverse forms of knowledge and expertise, including lived experience, cultural insights, and community-based relational expertise.