

## **SLS EDI COMMITTEE ACTION PLAN**

### **January 2021**

#### **Notes**

The EDI committee want to thank all those on the SLS Executive Committee who responded with support for our Action Plan and with very useful feedback.

We have reviewed all the feedback and have revised the Action Plan accordingly.

We wanted to emphasise that all of the actions are suggested against the background of embedding EDI within the SLS in accordance with our Mission Statement, but also being completely aware of the extremely challenging circumstances currently being experienced in HE due to the global Covid19 pandemic. We know that all staff will be working extremely hard within their own institutions at present and these plans are not designed to add to that burden and can be spread out over the next months and years. However, we also want to get to a position where EDI concerns are routinely embedded within all aspects of the work of the SLS and not merely the preserve of the EDI committee. Many of the below actions are suggested with that in mind and are to be carried out by the various committees, subject sections and members of executive with the full support (in terms of time, templates, discussion or whatever is required) of the various working groups made up of the various EDI committee members. The second half of the Action Plan sets out what each of the working groups intends to focus on and who they hope to work with over the next few months/years to put this plan in place.

We would like to move away from carrying out EDI audits 'after the event' to considering ways of getting EDI demographic data when research funds are applied for or conference abstracts are submitted. Again, this would be with a view to moving from EDI being the sole work of the EDI committee to it being an activity for all entities within the SLS.

We have removed any changes to fee structures as suggested by feedback but have proposed that some of this be kept under review.

We have also removed the various potential research projects with a view to considering a research project once the profile-raising activities have taken place over the next 18 months-2 years. We acknowledge that the research plans as previously suggested were potentially overly ambitious and possibly hard work for the time being. However, the EDI committee would like to keep the possibility of a bigger research project within the plan for now for future consideration.

The EDI committee also wanted to acknowledge that we have made some progress against some of these activities over the last 2-3 years and there is some current work in progress against proposed activities (a new column has been added to show this work), but our overall ambition is to mainstream some of this EDI work into the workings of the SLS with the support of the Executive.



**SLS EDI COMMITTEE ACTION PLAN**  
**January 2021**

	Encourage each subject section to run a PGR-focused event each year, either at Conference or during the year (can be co-hosted by multiple sections   can be digital) can be organised by PGR members of the relevant subject section with the support of the SS Secretary. Consider re-purposing the Subject Sections Fund to widen the remit of PGR events which can cover teaching and research.	Subject Sections Secretary	Subject section plans produced by Autumn 2021	Subject section events take place; PGRs participate	PGR conference embedded within annual conference. Other activities linked to the work of the subject sections could be undertaken to encourage long-term involvement in the subject sections encompassing research and teaching.
<b>Ensure SLS committees and activities (incl. Exec and Officers) to more fully represent the Society</b>	Clearly communicate the range, remit, roles, activities, and membership of all committees on website. Aim being to de-mystify the SLS processes and procedures  Commit to principle that all committees should aim to better represent the Society (incl	Committee chairs  Committee chairs with Secretary  Exec	Update website by Summer 2021 Perhaps a 'spotlight on X committee' in each <i>Reporter</i> .  Rule 19 covers criteria for appointment to the Executive. Discuss how this can be more	Greater membership understanding of committees + associated engagement with committee work	Check what happened to the videos done for the Exeter conference on the various roles on the Exec. Make sure this is available on the website. Continue this work as part of the de-mystification process.  Work has been done this year to encourage a wider membership of the committees and adverts do include

**SLS EDI COMMITTEE ACTION PLAN**  
**January 2021**

	<p>geographically) by 2022</p> <p>Review the ‘footprint’ of the Exec on other committees including by reviewing <i>ex officio</i> membership of committees</p> <p>Create and support pipelines for engaged, energetic and diverse leadership within the Society</p>	<p>Exec</p> <p>Committee chairs</p> <p><i>See below</i></p>	<p>explicitly extended to the various committees and continue to make explicit reference to such criteria in adverts. Continue to review application process with clear criteria for appointment to committees and methods of assessing appointments + pipeline plans for committees</p> <p>Summer 2021</p> <p><i>See below</i></p>		<p>wording about encouraging applications from under-represented groups. Make sure Rule 19 is disseminated to all committees when positions are available, and adverts go out. Continue to review wording of adverts for committee positions.</p>
<p><b>Enhance understanding of members’ expectations and experiences of</b></p>	<p>Embed an annual survey of the membership into SLS activities. Process for dissemination of findings to membership.</p>	<p>EDI working group</p>	<p>Yearly?</p>		<p>First survey completed in 2020 and findings disseminated at the conference and report in draft form circulated</p>

**SLS EDI COMMITTEE ACTION PLAN**  
**January 2021**

<p><b>the Society</b></p>	<p>Consider a piece of qualitative research about members' knowledge of the SLS' functions as they are and understanding of functions and desired functions of the SLS. This research could also include activity to better understand (absence or presence of) BAME law academics' engagement with the SLS and to better understand (absence or presence of) disabled law academics' engagement with the SLS.</p>		<p>Advertise dedicated small fund research project on this</p> <p>Fund project</p> <p>Project deliverables to 2022/2023 conference once the profile-raising activities are more embedded within the culture and general activities of the SLS</p>	<p>Enhanced Society understanding of member expectations</p> <p>Enhanced member understanding of Society functions</p> <p>If appropriate: revision of the functions/objectives/activities of the Society</p>	<p>to Exec. Report needs refinement and needs to be completed and uploaded to website for members. This could be an annual activity. Consider future research projects in line with the overall EDI objectives and understanding of members' expectations and experiences of the Society.</p>
<p><b>Embed EDI across the SLS</b></p>	<p>Review SLS aims and objectives to consider whether EDI needs to be more central</p> <p>Commit to principle that all committees should seek to better represent the Society (incl geographically) by 2022</p> <p>Encourage all committees to undertake an EDI review of their activities</p>	<p>EDI Committee and Exec</p> <p>Exec</p> <p>Committee chairs w/ EDI committee member support</p>	<p>Report to Exec</p> <p>Revised application process + pipeline plans for committees. Extend Rule 19 to all committees.</p> <p>Committee action plans</p>	<p>Completed review + if necessary, implementation of recommendations</p> <p>Greater membership understanding of committees + associated engagement with committee work</p> <p>Greater membership understanding of committees + associated engagement</p>	<p>Work has been done with the support of the Exec – starting to make EDI a central consideration on several issues, including conference activities, advertising for new committee members, supporting members etc.</p> <p>This work needs to become more embedded within the</p>

**SLS EDI COMMITTEE ACTION PLAN**  
**January 2021**

	<p>and develop a 12-month action plan where appropriate (incl. identifying needs for support)</p> <p>Encourage all subject sections to undertake an EDI review of their activities and develop a 12-month action plan (incl. identifying needs for support)</p> <p>Create mechanisms for gathering equality data when abstracts submitted for conference</p> <p>Create mechanisms for gathering equality and demographic data of those applying for research activities fund, small projects and events fund</p>	<p>from working groups</p> <p>Subject Section Secretary and SS Convenors w/ EDI committee member support</p> <p>Subject Section Secretary and conference support (Mosaic events?) with working group support</p> <p>Research Committee, Administrative secretary of the SLS with working group support</p>	<p>Subject section action plans</p> <p>Conference action plan</p> <p>Research fund action plan</p>	<p>with committee work</p> <p>Greater engagement with subject sections</p> <p>More diverse engagement with conference</p> <p>Diversification of funding</p>	<p>culture of the SLS and move from being solely an EDI committee consideration to a central consideration of the work of the Council, committees and subject sections.</p>
<p><b>Create and support pipelines for engaged,</b></p>	<p>Establish a programme to de-mystify the work of the SLS through observation, increased explanation of</p>	<p>President Exec</p>	<p>Programme established and active</p>	<p>Greater insight into president's role  Increased applications for officer roles</p>	<p>Some of this work has started but needs to become more visible to members.</p>

**SLS EDI COMMITTEE ACTION PLAN**  
**January 2021**

<b>energetic and diverse leadership within the Society</b>	<p>various roles on the website and how members can get involved.</p> <p>Communicate clearly the nature and content of Officer roles</p>	<p>Officers</p>	<p>Update website/reporter by Summer 2021</p>	<p>Greater insight into officers' roles Increased applications for officer roles</p>	<p>This work has started, but could be enhanced and EDI committee could be involved in wording of adverts etc.</p>
	<p>Clearly communicate the range, remit, roles, activities, and membership of all committees on website</p>	<p>Committee chairs</p>	<p>Update website by Summer 2021 Perhaps a 'spotlight on X committee' in each <i>Reporter</i></p>	<p>Greater membership understanding of committees + associated engagement with committee work</p>	
	<p>Diversify dissemination routes for advertisement for membership of SLS committees, Council etc</p>	<p>Secretary/Exec</p>	<p>Present dissemination plan to Exec by Jan 2021</p>	<p>Increased applications for committees</p>	
	<p>Add specific call for people from underrepresented parts of the membership to apply for vacancies</p>	<p>Secretary/Exec</p>	<p>Continue to consider language of 2021 advertisements and revise where appropriate</p>	<p>More diverse pool of applicants for committees</p>	
<b>Realise the SLS' potential to ensure the diversification</b>	<p>Encourage all committees to undertake an EDI review of their activities and develop a 12-month</p>	<p>Committee chairs w/ EDI committee member support</p>	<p>Committee action plans</p>	<p>Greater membership understanding of committees + associated engagement with committee work</p>	

**SLS EDI COMMITTEE ACTION PLAN**  
**January 2021**

<p><b>and sustainability of the discipline of law</b></p>	<p>action plan (incl. identifying needs for support). With template for guidance.</p> <p>Encourage all subject sections to undertake an EDI review of their activities and develop a 12-month action plan (incl. identifying needs for support). With template for guidance.</p> <p>In its role as a representative body for the legal academy, the SLS should seek to promote EDI and EDI concerns, including the better representation of under-represented groups, in all its activities with law schools, representative bodies, and other entities with which the SLS engages.</p>	<p>Subject section convenor and convenors w/ EDI committee member support</p> <p>Exec Officers</p>	<p>Subject section action plans</p> <p>Officer report to Exec and if necessary revision to mission statement</p>	<p>Greater engagement with subject sections</p> <p>If appropriate: revision of the functions/objectives/activities of the Society</p>	
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**SLS EDI COMMITTEE ACTION PLAN**  
**January 2021**

**Proposed EDI Committee Working groups to carry out plan**

Working Group	Actions	Objective	Timeline	Key WG Tasks
<b>1: Exec &amp; Officers</b>  <b>Fiona de Londras</b> <b>Lucy Vickers</b> <b>Samira Hussain</b>	Create ECR (incl. PGR) PGR representative role on the Executive Committee (elected by members)	Better integrate PGRs and ECRs into the SLS	Conference 2021	Propose to Exec Advertise widely to PGRs (WG 4)
	Review SLS aims and objectives to consider whether EDI needs to be more central	Embed EDI across the SLS	Summer 2021	Review and report to Exec Propose revisions if appropriate
	Commit to principle that all committees must seek to better represent the Society (incl geographically) by 2022	Embed EDI across the SLS Create and support pipelines for engaged, energetic and diverse leadership within the Society	Summer 2021 and ongoing	Propose to exec Advertise widely to membership (WG4)
	Establish a programme to de-mystify the work of the SLS through observation, increased explanation of various roles on the website and how members can get involved.	Create and support pipelines for engaged, energetic and diverse leadership within the Society	Summer 2021	Propose to President

**SLS EDI COMMITTEE ACTION PLAN**

January 2021

	<p>Communicate clearly the nature and content of Officer roles</p> <p>Add specific call for people from underrepresented parts of the membership to apply for vacancies</p> <p>In its role as a representative body for the legal academy, the SLS should seek to promote EDI and EDI concerns, including the better representation of under-represented groups, in all its activities with law schools, representative bodies, and other entities with which the SLS engages.</p>	<p>Create and support pipelines for engaged, energetic and diverse leadership within the Society</p> <p>Create and support pipelines for engaged, energetic and diverse leadership within the Society</p> <p>Realise the SLS' potential to ensure the diversification and sustainability of the discipline of law</p>	<p>Summer 2021</p> <p>Next advertisement round</p> <p>Summer 2021 and ongoing</p>	<p>Work with officers to prepare information in accessible forms Disseminate (WG4)</p> <p>Develop wording Propose to Exec</p> <p>Propose to Exec Advise as required on key EDI concerns that are central incl. In student and staff diversity across protected and other characteristics incl. socio-economic background</p>
<p><b>2. Subject Sections</b></p> <p><b>Michael Connolly</b> <b>Sara Fovargue</b></p>	<p>Encourage each section to run one PGR-focused event each year, either at Conference or during</p>	<p>Better integrate PGRs and ECRs into the SLS</p>	<p>By 2021-22 academic year</p>	<p>Liaise with Subject Sections Secretary to receive information on compliance and</p>

**SLS EDI COMMITTEE ACTION PLAN**

January 2021

<p><b>Debra Morris</b></p>	<p>the year (can be co-hosted by multiple sections   can be digital)</p> <p>Encourage all subject sections to undertake an EDI review of their activities and develop a 12-month action plan (incl. identifying needs for support)</p> <p>Work with Subject Sections Secretary and conference support (Mosaic Events) to develop a process for gathering equality and demographic data within subject sections when abstracts are submitted for consideration at the conference</p>	<p>Embed EDI across the SLS</p> <p>Ensure diversity of submissions from under-represented groups</p>	<p>Present first review by 2021 conference</p> <p>By 2021 conference</p>	<p>success</p> <p>Prepare template for light-touch review Liaise with subject sections to support Subject Sections Secretary in receiving and assessing the reviews and formulating action plan if required</p> <p>Explore Easy Chair possibilities for gathering equality data</p>
<p><b>3. Committees</b></p> <p><b>Clare Frances Moran</b> <b>Elisabeth Griffiths</b></p>	<p>Clearly communicate the range, remit, roles, activities, and membership of all</p>	<p>Ensure SLS committees and activities (incl. Exec and Officers) more fully represent the Society</p>	<p>Summer 2021</p>	<p>Work with committees to prepare information in accessible forms Disseminate (WG4)</p>

**SLS EDI COMMITTEE ACTION PLAN**  
**January 2021**

	committees on website			
	Commit to principle that all committees must seek to better represent the Society (incl geographically) by 2022	Ensure SLS committees and activities (incl. Exec and Officers) more fully represent the Society	Summer 2021	Propose to Exec Work with committees to embed commitment
	Review the 'footprint' of the Exec on other committees including by revising <i>ex officio</i> membership of committees	Ensure SLS committees and activities (incl. Exec and Officers) more fully represent the Society	Summer 2021	Prepare review Report to Exec Propose changes if appropriate
	Require all committees to undertake an EDI review of their activities and develop a 12-month action plan (incl. identifying needs for support)	Embed EDI across the SLS	Summer 2021	Prepare template for light-touch review Liaise with committees to support review and action plans Receive action plans Propose changes to committees/exec if necessary
	Diversify dissemination routes for advertisement for membership of SLS committees, Council etc	Embed EDI across the SLS	Next advertisement round	Prepare dissemination plan Work with committees to execute dissemination plan

**SLS EDI COMMITTEE ACTION PLAN**  
**January 2021**

	Create mechanisms for gathering equality and demographic data of those applying for research activities fund and small projects and events fund (discuss with administrative secretary)	Embed EDI across the SLS	March 2021? (although research activities fund has been open since 1 January so not sure how realistic this is?) May 2021 for small projects fund?	One-page template on equality data
<b>4. Membership: Projects &amp; Communication</b>  <b>Rachel Nir</b> <b>Lucy-Ann Buckley</b>	<p>Embed an annual survey of the membership into SLS activities. Disseminate findings to membership.</p> <p>Consider a piece of qualitative research about members' knowledge of the SLS' functions as they are and understanding of functions and desired functions of the SLS. This research could also include activity to better understand (absence or presence of) BAME law academics' engagement with the SLS and to better understand (absence or presence</p>	<p>Ensure SLS committees and activities (incl. Exec and Officers) more fully represent the Society</p> <p>Realise the SLS' potential to ensure the diversification and sustainability of the discipline of law</p> <p>Ensure SLS committees and activities (incl. Exec and Officers) more fully represent the Society Realise the SLS' potential to ensure the diversification and sustainability of the discipline of law</p>	<p>Completed annually in time for conference</p> <p>2022?</p>	<p>Secure funding commitment from treasurer Invite tenders Commission research Receive research Disseminate calls for participation</p>

**SLS EDI COMMITTEE ACTION PLAN**  
**January 2021**

	<p>of) disabled law academics' engagement with the SLS.</p> <p>Work on language, communication and website in conjunction with website working group and web master</p>	<p>Enhance understanding of members' expectations and experiences of the Society</p> <p>Realise the SLS' potential to ensure the diversification and sustainability of the discipline of law</p>	<p>Summer 2021</p>	<p>General: develop and execute a communication plan for EDI work, the action plan, and EDI-relevant developments in the SLS incl. Regular updates to website, dissemination of work through SLS twitter account, newsletter, presence and visibility at annual conference</p>
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