

BACKGROUND

There has been a global recognition of how historical contemporary ideologies and practices have resulted in inequalities in socio-economic and educational contexts. The British Microcirculation and Vascular Biology Society (BMVBS) seeks to be proactive in addressing any disparities and promoting the values of equity, diversity, and inclusion (EDI). The BMVBS also recognises that excellence is enhanced by the collaboration of individuals of diverse backgrounds and ideas. The effective management of diverse attributes inherent in our membership is a strength and an opportunity that can be leveraged to advance the field of Vascular Biology.

CONCEPTUAL FRAMEWORK

Different definitions have been employed in various sectors to explain equity, diversity, and inclusion. Therefore, the starting point for the task team was to define these concepts for our context so that there could be a shared understanding of their meaning to facilitate a productive discourse in the Society.

EQUITY

Equity denotes fairness and justice in process and in the attainment of equitable outcomes. This requires the recognition of barriers to opportunities and measures needed to enable all members to thrive.

DIVERSITY

Diversity is the presence of difference within a group of people, such as race, gender expression, sexuality, disability, ethnicity, and religion. The recognition and valuing of the diverse identities, views, ideas and experiences that different members bring is key to advancing the objectives of the Society.

INCLUSION

Inclusion refers to the notion of belonging and feeling valued in a setting.

The next consideration was to address the following key questions:

a) where are we as an organisation, b) where would we like to be, and c) how can we get there?

Where are we?

BMVBS has made considerable strides in attracting a diverse membership and promoting representation at various levels, including in leadership. The Society has also embarked on programmes that have facilitated its development initiatives and provided access to funding to enable students and researchers to travel to meetings and undertake laboratory visits.

The task team further reviewed the Society's Constitution and determined that the language contained therein did not advance discrimination or display bias on various grounds contained in International Conventions including race, gender, religion, nationality, and sexual orientation.

Where would we like to be?

Much has been realised in embedding the values of respect for diversity and fostering a culture of inclusion, and it is important that these gains are not lost. It is also necessary to ensure that EDI is central to the vision and mission of BMVBS and is reflected in the Society's culture in a sustainable manner.

How can we get there?

To achieve ensure that EDI is at the core of the Society's existence, there are actions that can be considered:

- i. inclusion of a value statement in the Society's Constitution that encompasses EDI.
- ii. articulating EDI values in the vision and/or mission of the Society on the BMVBS's website for visibility.

iii. creating opportunities for feedback from our members through multiple formats. This will enable the Society to ensure that it is able to improve or even self-correct where necessary.

iv. monitoring barriers to participation and access, such as with the hosting of events, and providing assistance to enable all members to participate equitably in the Society's programmes and activities.

CONCLUSION

This report highlights what has been realised in promoting diversity, and provides a basis for further advancing EDI, while also creating an awareness of opportunities to deepen our understanding of, and commitment to EDI as a Society.

Professors Mabeta, Bates and Leach

EDI Working Group, British Microcirculation and Vascular Biology Society

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Peace Mabeta

Associate Professor

Department of Physiology

Faculty of Health Sciences

University of Pretoria, South Africa

David Bates, BSc, PhD, F.Physiol, FRSB

Past-President, British Microcirculation & Vascular Biology Society

Professor of Oncology

School of Medicine, Faculty of Medicine & Health Sciences

University of Nottingham, UK

Lopa Leach PhD FAS FRSB

President, British Microcirculation & Vascular Biology Society

Professor of Vascular Biology

School of Life Sciences, Faculty of Medicine & Health Sciences

University of Nottingham, UK