

Equity, Diversity and Inclusion (EDI) Committee

EDI Committee Chair

Term: 5 years

Time commitment: 4 meetings per year, plus preparation and occasional activity between meetings

The EDI Committee works to support a diverse and representative community, helping to ensure our activities are open, transparent, and available to all. This work includes proactively identifying and advising on EDI matters relevant to the Society's activities and strategy, providing oversight of our EDI strategy and EDI Community partnerships, and inputting into our mentoring/internship offerings and external EDI sponsorships.

We are seeking an established and credible EDI leader who can combine strategic thinking with the ability to influence, collaborate and inspire. The Chair will lead the Biochemical Society's EDI Committee, working with Committee members, staff and the Society's governance bodies to shape and advance our EDI agenda. They will bring expertise, credibility and constructive challenge to the Society's EDI work, ensuring that the Committee takes a strategic, evidence-informed and appropriately ambitious approach to creating a more inclusive bioscience community.

The Chair will work collaboratively with the Society's staff and governance structures, providing leadership and challenge while recognising the respective responsibilities of volunteers, staff, Committees and the Trustee Board.

Role responsibilities:

1. Provide strategic leadership to the EDI Committee

- Provide effective and inclusive leadership with a clear strategic direction for the Committee's work, aligned to the wider Society strategy.
- Encourage the Committee to identify emerging EDI issues, opportunities and areas where the Society can have meaningful impact.
- Encourage constructive challenge, debate and diverse perspectives within the Committee.

2. Champion EDI across the Biochemical Society

- Act as a senior advocate for equity, diversity and inclusion across the Society, helping to ensure that EDI is considered as part of the Society's wider strategic decision-making
- Work with relevant Committees, staff and governance bodies to identify opportunities for collaboration and greater organisational impact.
- Help maintain momentum and ambition in the Society's EDI work.

3. Provide expertise, insight and constructive challenge

- Bring a strong understanding of contemporary EDI issues and their relevance to the bioscience sector.
- Help the Committee interpret emerging evidence, research, policy and sector developments.
- Encourage the Society to consider EDI through multiple perspectives and recognise the diversity of experiences within the bioscience community.

4. Chair effective Committee meetings

- Chair Committee meetings effectively, ensuring that they are focused, inclusive and purposeful with constructive discussion
- Work with the relevant staff lead to agree agendas and priorities. and ensure that actions and decisions arising from meetings are undertaken.

5. Build relationships and partnerships

- Identify opportunities for collaboration and knowledge exchange.
- Support the Society to listen to and learn from communities whose experiences may not otherwise be well represented.
- Help strengthen the Society's EDI Community and relationships with relevant member organisations and external partners.

Requirements:

- Understanding of EDI and the systemic factors that can create inequality or exclusion.
- Awareness of contemporary EDI issues relevant to higher education, research, science and the wider professional environment.
- Experience of contributing to or leading strategic EDI work within an organisation, institution, professional body or comparable environment.
- Excellent communication and interpersonal skills and comfortable providing constructive challenge, including where this may involve difficult conversations.
- Ability to facilitate discussion, encourage diverse perspectives and enable others to contribute effectively.

The following would be an advantage but are **not essential**:

- Experience of chairing a committee, board, advisory group or working group
- Experience within higher education, research, bioscience, STEM, learned societies or another relevant professional environment.
- Experience of working with underrepresented or marginalised communities.