

# BASL Commitment to Equality, Diversity and Inclusion: 2021-2024 strategy: Year One

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## The BASL Inclusiveness Project

### Background

BASL's Equality, Diversity and Inclusiveness Strategy was approved by BASL members in September 2021

### Our Mission Statement

To foster an environment where members of BASL have a sense of belonging regardless of age, gender, ethnicity, disability, religion, sexual orientation, profession, training level or place of work.

To use our diversity to positively enhance BASL's activities, creating opportunities for all members to contribute to all of our association's activities.

To ensure that BASL's leadership represents the diverse membership, advocates for the diversity of our patient population and our members and strives to reduce inequality in all our activities.

All BASL members were invited to feedback into the development of this mission statement

### Developing the BASL Inclusiveness Project WP

Members of BASL were invited to get involved in two stages. The working party grew from 5 to 10 members and includes medical, nursing, AHP and scientist members from district general hospitals and teaching hospitals.

There is an independent chairperson. The chair has been consulted in the development of the annual meeting agenda.

### Committing to Inclusiveness

Our strategy aims to ensure that the ED&I policy is transparent

- A copy is freely available for all members on the website and available to any external organisation on request
- An ED&I statement of commitment is now included as "normal business" for all BASL, BLTG and BLNA appointments.

### Raising Concerns

- An anonymised reporting system has been developed for members to raise concerns about any discriminatory behaviour experienced through BASL activities.
- Access will be available through the members pages on the website

### Supporting and Promoting Inclusiveness

Our strategy aims to support involvement and belonging – BASL is an association *for* our members and our professional specialty priorities and we want all the talented people within our membership to contribute

- The BASL Committee approved 2022 priority setting with ED&I at the heart of the "Our People" priority.
- The newsletters invite all members the opportunity to "Have Your Say" and "Get Involved" in BASL activities.
- To engage the next generation we have a trainee on the working party, and have a trainee sub-committee.

### Evidencing Inclusiveness - knowing our membership

Our strategy aims to know our membership and monitor our ED&I Policy

- Development of data fields to evidence our policies was agreed by the BASL committee in 2022.
- Our website developer has concluded this work and it will be launched at the annual meeting in 2022.
- All members will be invited to update information with strengthened passwords.
- To support this work, the Privacy Policy has been extensively updated, and supporting policies written and approved.

### Advocating for ED&I

Our strategy aims to advocate for ED&I in all our activities. We have

- shared our policy & strategy with the British Society of Gastroenterology,
- seen the ED&I policy of our 2022 conference venue,
- and are working with the UK Liver Alliance to reduce inequality in access and outcomes to promote liver services being inclusive of all populations in need.

### Access for All

On line School of Hepatology Webinars continue. Special Interest Group business meetings conducted remotely.

Watch this space – we plan to have an affordable on-line offering for other BASL activities imminently

### Have Your Say

If you would like the Inclusiveness Project to consider any other developments or content in our strategy please contact Ahmed Elsharkawy, Saket Singhal or any other member of the working party at conference or via [admin@BASL.org.uk](mailto:admin@BASL.org.uk)