



## **Equality Diversity and Inclusion Statement of Intent**

The BSAVA is committed to being an organisation that is representative of the communities we serve and the regions where we are based. We recognise that building more diverse and inclusive workforce, volunteer and membership communities will allow us to reach and engage with people who can benefit from our work.

We also recognise that society is not yet equal and the professions we are part of have their own challenges to be faced. As an organisation, we operate in a wider professional context where we can complement RCVS and other organisations' inclusion initiatives. We recognise where BSAVA is able to make a difference within our own activities and fields of influence and where we must actively support others in tackling this matter more broadly in the professions as a whole.

The responsibility for EDI will continue to lie with all members of staff, volunteers and BSAVA's leaders. The EDI working group will focus on embedding EDI into our policies, practices, procedures and behaviours to ensure that we keep making progress towards EDI excellence in all that we do.

EDI is everybody's business, it's the foundation for fair chances and we have a vision of professions where everyone understands how they and those around them contribute to and strengthen what we all seek to do – improve the health and welfare of small animals.