



## **SLSA Equality and Diversity Policy**

### **Policy Statement**

The Socio-Legal Studies Association (SLSA), a charitable incorporated organisation, is committed to equality, values diversity, and seeks to promote an open, inclusive and socially representative professional association and scholarly community. The SLSA believes that the promotion of equality and diversity should be core values in the advancement of research, teaching and the dissemination of knowledge in the field of socio-legal studies. We also acknowledge the contribution of current scholars from around the world to our community.

The SLSA is committed to opposing discrimination and to striving for equality and diversity within the discipline, on the basis of gender, sexuality, gender identity, neurodiversity, ethnicity, race, nationality, age, religion, disability, mental health status, marital status, family responsibility, and class. It aims in its policies, processes and governance, to achieve inclusion and to aspire towards diversity in demographic, geographical, scholarly, and institutional terms. The SLSA aims to be an equal opportunities employer and affirms its commitment to ensure its policies and practices comply with the Equality Act 2010.

We will:

- Defend the right of all our members and trustees to be free from discrimination within the SLSA.
- Cherish and promote the international community of socio-legal scholarship from which we draw strength and inspiration.
- Strive to defend academic mobility and the exchange of ideas across national frontiers.
- Foster productive collaboration with scholars and socio-legal groups and associations internationally.
- Promote equality, diversity and inclusion within the legal academy and in the higher education sector

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- Monitor and highlight the consequences for these values of regulatory initiatives in relation to teaching, publication and research impact.
- Establish an Equality and Diversity sub-committee to promote the objectives set out in this policy and to monitor their implementation.
- Integrate reflection on equality and diversity into all aspects of decision-making in the SLSA.
- Consider whether the SLSA should collect data for equality and diversity monitoring purposes in future and modify the SLSA privacy policy accordingly.
- Review our progress under each of these headings annually.

### **Policy Implementation and Governance**

Through the establishment of an Equality and Diversity sub-committee, the SLSA aims to ensure this policy is taken into account in all its activities. We also commit each of our other sub-committees to follow the Standing Guidance to all SLSA Sub-Committees and Working Groups. This includes the responsibility to change their Terms of Reference to reflect these values, and for each sub-committee chair to account for this Equality and Diversity policy in reporting to the Board of Trustees on decisions made and decision-making processes. Additionally, as and when required, the Equality and Diversity sub-committee will provide written guidance to trustees responsible for making decisions which relate to the allocation of funding to support such research activities or events. This ensures that all decisions and activities undertaken or supported by the SLSA, are underpinned by the SLSA Equality and Diversity policy. This is a practical means of aspiring towards the overarching objectives of the SLSA, which are achieving inclusion and incorporating diversity within the discipline of socio-legal studies – both in terms of the nature of the activities being undertaken, as well as the individuals or groups being supported by the SLSA. The Equality and Diversity Sub-Committee will make a summary report on issues arising in relation to equality and diversity to the AGM.



### **Meetings, Conferences and Seminars**

An important part of the work undertaken by the SLSA, is the provision of opportunities for socio-legal scholars to promote and disseminate socio-legal research, and to support socio-legal researchers, scholars and teachers to collaborate and produce innovative new approaches that advance the frontiers of the discipline as a whole. The SLSA recognises that an important part of providing this support is to facilitate a culture of diversity and inclusion within the discipline. Therefore, conference organisers, stream convenors, panel chairs and delegates should take into account the Equality and Diversity Code of Practice.

### **Research Support and Funding Schemes**

The SLSA supports socio-legal scholarship through its competitive grant schemes for research training and mentoring and for seminars and workshops. Its annual awards for outstanding monographs and articles honour the best current work in the field. We are committed to fairness, inclusivity and the promotion of equality in making these awards. Therefore, decision-making procedures in relation to these schemes will comply with our Standing Guidance to all SLSA Sub-Committees and Working Groups. We will seek to reflect the diversity of the SLSA's membership and of the socio-legal community more broadly in the membership of the committees which compile shortlists and select winning applications.

### **Data collection and GDPR**

The SLSA does not currently collect or retain data for equality and diversity monitoring purposes, and the collection of such data is not currently provided for in the SLSA Privacy Policy. The SLSA recognises that the collection of such data is a contentious issue, and the Equality and Diversity sub-committee is committed to opening a dialogue with SLSA members regarding the future collection and use of such data.



### Change Record

Date of Change:	Changed By:	Comments:
17/09/2020	EKD	Policy approved by the Trustees