



Royal Irish Academy Statement on Diversity and Inclusion

General Statement

The Royal Irish Academy is committed to supporting excellence in science, humanities and social sciences and empowering the next generation of researchers and scholars. It strives for a culture of equality and inclusion in all of its activities. Under its *Strategic Plan, 2019-2023*, the Royal Irish Academy is committed to increasing the diversity of its membership and broadening its geographical reach and impact. Accordingly, it will take measures to ensure that candidates for membership, awards, or staff positions will not be disadvantaged on any of the grounds specified in equality legislation on the island of Ireland.

The Academy offers a neutral space to bring together people from a variety of backgrounds and cultures and pledges to embed diversity and inclusion in the organisation of all its public events and activities. Through the organisation of special events and its membership of international associations and networks the Academy will contribute to the discourse on the advancement of equality, diversity and inclusion in the research and scholarship landscape, nationally and internationally.

Equality of Opportunity

It is Academy policy to ensure that its procedures for the nomination and elections of Members; membership of Council, Multidisciplinary and other Academy committees; nominations of candidates for international prizes and membership of international committees; awards of Academy medals, prizes and research fellowships; and appointments of all staff are fair and equitable. No one should be disadvantaged or receive less favourable treatment because of gender, institutional affiliation, discipline, marital status, family status, age, disability, sexual orientation, race, religion or membership of the Traveller community.

Academy for Early Career Researchers and Scholars

Under its *Strategic Plan, 2019-2023*, the Academy is committed to developing an Academy for talented early career researchers and scholars.

Public Events and Participation

It is the policy of the Academy to serve as a neutral space for public events and discussion that support the Academy's mission and values. It is committed to creating a culture and environment that values equality and inclusion for all who help advance the mission of the Academy.

Persons with Disability

The Academy is committed to facilitating wider public engagement through improved access to all its activities for persons with disability.

Training

The Academy will provide guidance on diversity and inclusion issues (including unconscious bias training) to all staff and office holders, and others who undertake a role in the Academy, where appropriate.

Monitoring and Transparency

The Academy will regularly monitor and review the effectiveness of its diversity and inclusion policy/statement.