



The British Association of Urological Surgeons

Work will begin immediately, and these actions will be implemented for 10 years to achieve sustainable change. The goal is that this will become business as usual.

1. Establish a BAUS working group that will provide a framework for addressing Equality, Diversity and Inclusion (EDI) issues:
 - This group will commit to a 10 year program of work and will be led by the incumbent Vice-President, who will have accountability for EDI, ensuring continuity.
 - to understand, develop and maintain EDI within the urological community.
2. To review the electoral process for all BAUS elections, with the aim of creating a more inclusive and diverse leadership
3. A BAUS data collection exercise of members to understand the diversity of our organisation and ensure representation reflects our membership.
4. Every BAUS meeting session will have two chairs, with a commitment to field a diverse and inclusive range of BAUS members. *From BAUS Annual Meeting 2022*
5. To have EDI on the agenda at every BAUS meeting. *From BAUS Annual Meeting 2021*
6. To prime the pipeline for diverse leadership into BAUS roles through BAUS regional reps and local meetings, identifying and encouraging interested persons.
7. To develop a mentorship programme for members, to provide advice and guidance on 'getting on' in urology, with provision of an advisory group for those experiencing EDI problems. *By Spring 2022*
8. To continue to support SAS@BAUS. *Ongoing*
9. Non-diverse panels for meetings/education sessions will be reviewed and modified by BAUS Honorary secretaries/Section Secretaries. *From BAUS Annual Meeting 2022*
10. To develop a professional charter for meeting chairs and panellists to follow, in order to avoid inappropriate comments and bystander apathy. *From September 2021*