

Inclusivity



Creating a profession where everyone is nurtured and celebrated.

To ensure we are **providing the best possible support** for all our members, we first need to fully understand who our members are and what provisions they would find most useful.

To tackle this, we have kick-started an **annual member survey**. We had a promising start this year with around 600 members completing the survey, but we want to increase this year on year!

Go to the GSEP Strategy for a case study about a trial peer-peer support scheme for women in STEM-related roles.



Analyse results from the first GSE annual survey by October 2021

Publish a GSE returners' pack for managers by August 2021

We also want to **empower our members** and give them a voice. We provide access to central governing bodies through initiatives like the **GSE Shadow Board**, which provides oversight and challenge to our senior Profession Board.

We want to provide better support by providing toolkits for STEM managers, more role models and mentorship, and by working closely with our **Diversity and Inclusion Action Group**.

To ensure diversity of expertise is drawn upon by government officials, we have a long-term aim to create an expertise database filled with existing work and points of contact.