



EARLI POSITION PAPER EQUITY, DIVERSITY AND INCLUSION IN EARLI

Introduction

As an academic association, we have an ethical and social responsibility to ensure that our practices and ways of working are in line with the highest standards of equity, diversity and inclusion, in other words, to ensure that our policies, functions, practices and procedures are not directly or indirectly discriminatory. As an association, we appreciate that our activities are enriched and extended by the diverse talents and contributions of members, regardless of their background, gender, ethnicity or any other distinguishing characteristic. Indeed, encouraging such diversity generates challenges, innovations and perspectives which may not be fostered within more homogenous groups. EARLI brings people together from different geographies, cultures, languages and contexts to share and discuss research on learning and instruction, based on mutual respect and reciprocal understanding.

EARLI is thus committed to encouraging equity, diversity and inclusion across our association and our activities, and eliminating discrimination - and this is enshrined in the Standing Orders:

EARLI is committed to fostering a collegial, respectful and productive professional environment. EARLI in no way will overtly or covertly support any discrimination with respect to race, gender, sexual orientation, religion, creed, age, or physical challenge.

EARLI Standing Orders, Paragraph 12

This position paper sets out a) to consider equity, diversity and inclusion within the association in the present time, and b) to make recommendations which ensure equity, diversity and inclusion are fully embedded within the association's activities.



Clarification of Terms

Although the terms 'equity', 'diversity' and 'inclusion' are ubiquitous in use, they are not always clearly defined and alternative terms are sometimes used. In particular, 'equity' and 'equality' are both in common use and are sometimes used as synonyms, although they have distinctive meanings: 'equality' refers to individuals or groups being given or having access to the same resources or opportunities, whereas 'equity' refers to matching resources and opportunities to the particular needs and circumstances of an individual with the aim of achieving a fair and equal outcome. This position paper adopts the concept of equity, because of its recognition that individual circumstances of members may be meaningfully different, for example, early career researchers or members from the different parts of the world, beyond Europe, may have different circumstances when compared with established researchers or researchers from Europe.

To effectively embed equity, diversity and inclusion within EARLI as an association, it is important to establish a shared understanding of these concepts: thus, for the purposes of this position paper, our definition of these terms is outlined below:

Equity: refers to fairness and justice, and recognises that different resources or opportunities may be needed to enable some members to gain an equal outcome to others.

Diversity: refers to the range of people in the association, in terms of group characteristics such as gender, sexuality, age, religion, disability or ethnicity, or any other individual characteristics - and valuing those differences.

Inclusion: refers to the active establishment of an environment which values and welcomes difference, and where everyone feels included.



EARLI's Equity, Diversity and Inclusion Aims

In light of these definitions, EARLI aims to:

- ☐ Promote equity, diversity and inclusion across the association, and make it visible to members;
- ☐ Establish procedures and practices which embed a consideration of equity, diversity and inclusion, recognising the different strengths and viewpoints brought by members;
- ☐ Value the diversity of our association through the way activities are organised, and through the efforts made to bring in new members from under-represented groups;
- ☐ Facilitate the sharing of diverse perspectives in multiple ways through the association's activities;
- ☐ Host the organisation of the biennial EARLI conferences, as well as of SIG conferences, in countries that do not violate democratic principles and basic human rights, as stated in the European Convention on Human Rights (ECHR) and other widely accepted international conventions;
- ☐ Assess the equity, diversity or inclusion implications of all formal processes or activities;
- ☐ Encourage the views of members about how equity, diversity and inclusion are enacted within the association;
- ☐ Review critically and monitor regularly how effectively these aims are realised in practice.

*Approved by the EARLI Executive Committee
during its October 2022 meeting in Leuven.*