

The ISSG has had a Diversity and Inclusion Officer on its Committee for the last three years as mandated by the BCS Council and I've been proud to contribute to this aspect of our committee and Specialist Group members.

As one of the largest speciality groups of over 3,000+ strong, we have a diverse membership and I'm pleased to report that this diversity is reflected in our Committee members as well as throughout our general membership.

Pleasingly, there have been no diversity / inclusion issues reported this year within the ISSG and we endeavour to continue to ensure that all our meetings are as inclusive and accessible to allow all members to attend as we progress to more physical meetings rather than pandemic era zoom calls.

The centrally organised BCS Inclusion Officer Community has been quiet this year but new DI Group has been mandated to be created under the BCS Communities Committee so more initiatives are expected in 2025.

A BCS wide membership survey for Diversity and Inclusion has been developed by the Communities Team and has been circulated to all BCS members via email and I plan to work with the BCS Committees Team to analyse and review the results.

I will endeavour to work with other BCS groups to support inclusion and diversity initiatives over the next twelve months including collaboration with some of the new specialist groups that the BCS has created.

Best regards

Andrew Wright