

The UK Operational Research Society Statement on Equality, Diversity and Inclusion: Version 3.1

At the Operational Research Society (ORS), we recognise that a vibrant and diverse community is essential for fostering innovation and excellence in delivery of operational research for everyone. Our commitment to equity, diversity, and inclusion (EDI) is not just a policy; it is a fundamental principle that underpins our mission to our ORS staff, our ORS members and all those working within Operational Research. While our approach to EDI will evolve over time as we learn, our commitment is constant.

Our Commitment:

We strive to create an environment where every individual feels valued, respected, and empowered to contribute their unique perspectives and talents. We believe that diversity—in all its forms, including but not limited to race, ethnicity, gender, age, disability, sexual orientation, and socioeconomic background—enhances our collective ability to address complex challenges and develop effective solutions.

Our Goals:

1. **Promote Awareness and Education:** We will provide training and resources to our members to raise awareness of EDI issues and encourage inclusive practices within the operational research community.
2. **Enhance Representation:** We are committed to actively promoting the participation of underrepresented groups in all aspects of our society, from membership, journal editorship, Committee representation, to leadership roles, and to creating pathways for diverse talent in operational research.
3. **Foster Inclusive Practices:** We will implement initiatives that ensure our events, communications, and organisational processes are accessible and welcoming to all individuals, creating a culture where everyone can thrive.
4. **Engage with Communities:** We will seek to collaborate with external organisations, educational institutions, and community groups to broaden our reach and impact, ensuring that we support and uplift diverse voices in operational research.
5. **Continuous Improvement:** We will regularly assess our EDI initiatives, gather feedback from our members, and adapt our strategies to ensure we are making meaningful progress towards a more inclusive society.
6. **Role Model:** We will strive to demonstrate best practise in embedding EDI within organisations for our own offices and staff.

Achieving our EDI goals will help ORS to better serve society by attracting and retaining the widest possible talent to the operational research (OR) community. We wish to foster a greater diversity of ideas and perspectives which is essential to a richness in research, techniques and methodologies. The ORS is committed to widening participation and interest in OR and increasing the knowledge and Education of OR. To this end, ORS commit to challenging inequities, removing barriers to access and working towards equitable systems and processes which lead to better outcomes for all who work, and aspire to work and study in OR. Together, we can build a more equitable and inclusive operational research community, driving innovation and excellence for the benefit of all.

We invite all members, partners, and stakeholders to join us in this vital commitment, fostering a culture where diversity is celebrated and everyone can contribute to the future of operational research.