Equality and Diversity Statement/Policy

BACN is committed to equality and diversity and inclusive practice throughout its procedures and work.

BACN will actively seek to eliminate any unlawful discrimination or bias related to age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation or any combination of these adhering at all time to the Equality Act 2010. BACN also seeks to not discriminate on the grounds of education, socioeconomics, or personal circumstances.

BACN values the promotion of an inclusive culture and follows its Equality and Diversity policy in all its activities aspiring to promote the following actions:

* Actively promote research from the BAME research community by including a statement with the call for talks/posters that BAME status can act as a deciding factor when selecting abstracts for talks/presentations (where academic merit is otherwise comparable)
* Submissions for symposia should contain a brief statement, for the selection panel, about how E&D Issues were considered in the selection of speakers. All male symposia will not normally be allowed.
* BACN will ensure that at least one third of our presenters will be female, and will ensure that there is at least one female on the shortlist for consideration of prizes
* Promote bursaries for BAME Early Career Researchers – at least one funded conference place will be awarded for BAME researcher
* Promote UG and Masters awards for dissertation research in cognitive neuroscience - this will include conference fee waiver and an invitation to give a talk/poster at the conference
* Research being presented at BACN meetings should confirm that the ability to participate in the research was not influenced by the protected characteristics of the research volunteers (unless these were the focus of the investigation)
* Encourage sponsors to consider how their equipment can ensure inclusive participation and ask that this is highlighted when presenting their equipment at meetings
* Ensure that the committee is inclusive in terms of composition by gender and BAME
* Committee meetings will have an E&D agenda item to discuss how BACN can promote E&D issues in Cognitive Neuroscience taking an activist stance