

Equality, Diversity and Inclusion Goals

Council has agreed the following goals for 2025:

1. Actively considering inclusion and diversity in all Society programming, with a commitment to 30%+ female speakers at its events over the 2025 session.
2. Maintaining our targets to hold events that reach a wider audience of members, by holding one event outside London each year, and a members' evening of short talks.
3. Continuing to develop our social media presence to reach a wider audience.
4. Increasing access to the Society's online meetings, promoting the Society's other online resources, and monitoring our progress in extending our outreach to non-members.
5. Asking conference and event organisers in receipt of Society grants to consider our equality, diversity and inclusion goals in their programming, e.g. by considering the accessibility of their event and the gender balance of speakers.

Review of the Equality, diversity and inclusion strategy for 2024

In 2024 the Society set four goals, two of which were met fully and two of which were met in part.

Goal 1. Inclusion and diversity in programming. Goal met for our lecture programme: 31 % female speakers overall (4 speakers out of 13, including the New York meeting, the Presidential address and the evening of short talks, at which four members spoke). We are very grateful to the colleagues at the Royal Mint who gave up their time on a summer Saturday to speak to us at our Summer Meeting in Llantrisant on 13 July 2024. The programming goal was not met at the summer meeting. We noted in 2023 that it was challenging to recruit female speakers for the Summer meeting that year, probably because the Saturday July timing clashed with family and other commitments. The experience in 2024 seems to confirm this. We should consider the advantages and disadvantages of an event held in July over an alternative month such as May and September, to ensure the accessibility and sustainability of the event.

Goal 2. Holding one event outside London. Goal met. We held one meeting in New York and the Summer Meeting was held at the Royal Mint in Llantrisant. The summer meeting was particularly successful in attracting a few members who had not previously attended BNS meetings. We owe thanks to Chris Barker and his colleagues for making us so welcome and putting on such an excellent event for us.

Goal 3. Trialling a meeting comprising four short talks, with an open call for speakers. Goal met. In February, we heard four short talks from members, showcasing the wide range of research being undertaken by our members. The format was successful, with six offers of talks received, and a good audience attending on the evening.

Goal 4. Continuing to develop the Society's social media and online presence, and evaluating the effectiveness of the Society's communication strategies. The picture here is mixed. Our website is a particular strength, thanks to Rob Page's hard work. The blog also attracts many readers. In the first part of 2024, we also submitted BNS news items to Coin Collector Magazine. We have made less progress in evaluating our communication strategies and considering ways to use social media.