

Equality, diversity and inclusion goals

Council has agreed the following goals for 2026:

1. Actively considering inclusion and diversity in all Society programming, with a commitment to 30%+ female speakers at its events over the 2026 session.
2. Developing female representation among the Society's Officers and Council membership (currently 19%).
3. 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.
4. Developing our social media and online presence to reach a wider audience, and monitoring our progress in extending our outreach to non-members.
5. Asking conference and event organisers in receipt of Society grants to keep our equality, diversity and inclusion goals in mind in arranging their programmes.

Review of the Equality, diversity and inclusion strategy for 2025:

Goal 1. *Actively considering inclusion and diversity in all Society programming, with a commitment to 30%+ female speakers at its events over the 2025 session.* In addition to our main programme of 9 lectures, we held an evening of short talks and co-organised two events with Professor Rory Naismith this year: *Eruditio nummorum*, a symposium on Anglo-Saxon and other coins in honour of Hugh Pagan, on 29 March, and the Summer meeting on *The Legacy of Michael Dolley*, on 11 July. We met this goal for the main programme (30% female speakers, or 3 speakers out of 9, including the New York meeting, the monthly lectures and the Presidential address). We did not meet it at the evening of short talks (0%) or at the events (19% female speakers across both events). Female members have not to date offered contributions for the evening of short talks and we may need to reflect why.

Goal 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.* Goals met. The evening of short talks was held in May and attracted an engaged audience. We held one meeting in New York and the March event was held in Oxford.

Goal 3. *Continuing to develop our social media presence to reach a wider audience.* We have made some progress. We have put in place a Social media policy to guide our activity and have established a BlueSky account to mirror the content we put on X.

Goal 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.* We continue to place recordings of lectures online where possible. We have made some progress in disseminating our events more widely via social media (see Goal 3 above), but need to continue to develop and monitor our progress.

Goal 5. *Asking conference and event organisers in receipt of Society grants to keep our equality, diversity and inclusion goals in mind in arranging their programmes.* The gender balance at the March and July events emphasises the importance of reminding any grant holders of our targets early on.