



WORK GROUP – EQUALITY IN SCIENCE

TERMS OF REFERENCE

PURPOSE

To outline the Terms of Reference for the Work Group on Equality in Science.

BACKGROUND

The Work Group on Equality in Science aims to support and contribute to activities which promote equality in science.

COMPOSITION

1. Co-Chair, Executive Committee Member
2. Co-Chair, A National Member

The Committee will comprise additional members to be elected from the Executive Committee, National Membership, Regional Membership, Affiliate Organisations and the Standing Committee for Equality in Science.

APPOINTMENT AND TERM

IUPsyS Statutes and Rules of Procedure, Article 19(f) - The duties and powers of the Executive Committee shall be:

- To appoint members of the Standing Committees and to establish and appoint members to Committees and Work Groups.

IUPsyS Statutes and Rules of Procedure, Article 21(c) - The duties and powers of the President shall be:

- To appoint Chairs of Committees and Work Groups in consultation with the Secretary-General.
- The Term shall commence from the start of a new quadrennium, and the term shall last for a two-year period.

RESPONSIBILITIES & ROLES

- To identify and assess inequality in psychological science in order to address them.
- To identify and analyse successful initiatives which promote equality, diversity, and inclusivity in scientific fields and assess their potential for partnership with the Union.
- To identify and provide support to initiatives implemented by Affiliate Organisations which promote equality, diversity, and inclusivity in scientific fields.
- To identify and engage with stakeholders involved in scientific fields, including researchers, educators, policymakers, funding agencies.
- To assist with other entities on addressing inequality in psychological science including the Standing Committee for Gender Equality (SCGES Webinar Series).
- To advocate for equality in science on IUPsyS media platforms.
- To develop recommendations for enhancing and promoting effective and sustainable initiatives that promote equality, diversity, and inclusivity in scientific fields, including



strategies for addressing challenges related to funding, recruitment, retention, mentoring, and professional development.

- To meet on a regular basis, with the frequency of meetings to be determined by the co-chairs in consultation with the members.
- To take minutes of meetings which shall form part of the reports submitted to the Officers.

MANDATE TO MAKE RECOMMENDATIONS TO THE IUPsyS OFFICERS/EC

The Work Group will be responsible for the above activities and shall report to the IUPsyS Officers on a three-monthly basis.

REVIEW AND ASSESSMENT OF THE TERMS OF REFERENCE

This Terms of Reference is effective as of July 12, 2023 and shall be reviewed to ensure its effectiveness.