



THE BRITISH ASSOCIATION  
OF UROLOGICAL SURGEONS

## BAUS ACTIONS ON WIDENING PARTICIPATION: A TEN POINT PLAN

**Work will begin immediately, and these actions will be implemented for 10 years to achieve sustainable change. Our aim is that these goals will become embedded in the organisation; no longer a project but "business as usual".**

1. Establish a BAUS working group that will provide a framework for addressing Equality, Diversity and Inclusion (EDI) issues:
  - This group will commit to a 10 -year programme of work and will be led by the incumbent Vice-President, who will have accountability for EDI, ensuring continuity.
  - to understand, develop and maintain EDI within the urological community.
2. To review the electoral process for all BAUS elections, with the aim of creating a more inclusive and diverse leadership
3. A BAUS data collection exercise of members to understand the diversity of our organisation and ensure representation reflects our membership.
4. Every BAUS meeting session will have two chairs, with a commitment to field a diverse and inclusive range of BAUS members. *From BAUS Annual Meeting 2022*
5. To have EDI on the agenda at every BAUS meeting. *From BAUS Annual Meeting 2021*
6. To prime the pipeline for diverse leadership into BAUS roles through BAUS regional reps and local meetings, identifying and encouraging interested persons.
7. To develop a mentorship programme for members, to provide advice and guidance on 'getting on' in urology, with provision of an advisory group for those experiencing EDI problems. *By Spring 2022*
8. To continue to support SAS@BAUS. *Ongoing*
9. Non-diverse panels for meetings/education sessions will be reviewed and modified by BAUS Honorary Secretaries/Section Secretaries. *From BAUS Annual Meeting 2022*
10. To develop a professional "code of conduct" to guide meeting chairs and panellists, in order to avoid inappropriate comments and bystander apathy. *From September 2021*

Susan Willis and Jo Cresswell, on behalf of BAUS Trustees  
July 2021