

PSI Diversity, Equity, Inclusion & Belonging (DEIB) Advisory Group (AG)

2026 Goals & Deliverables

The purpose of this document is to document agreed collaborative goals between DEIB AG Sub-teams and their respective PSI committee that they support.

To support these collaborative goals, this document will also track any agreed deliverables that will be led by the DEIB AG sub-team.

Any further deliverables needed to support the goals, will need to be lead by the respective PSI committee, with any further support from the DEIB AG sub-team to be agreed with the DEIB AG sub-team lead as appropriate.

This document aims to be a working document and will plan for an approximately quarterly reviews to assess progress and determine if updates are needed. This document is applicable for January-December 2026.

| Comms & External Affairs | | |
|---|------------------------|-------------------------------|
| <p>Goal: Ensure all communication channels and materials are inclusive and accessible.</p> <p><u>In partnership with the PSI Communications Committee:</u></p> <ul style="list-style-type: none"> ➤ Maximise accessibility of PSI communications and website aligned to DEIB considerations. ➤ Celebrate DEIB-related events. ➤ Promote the use of inclusive language in all communications and materials <p><u>In partnership with the PSI External Affairs Committee:</u></p> <ul style="list-style-type: none"> ➤ Promote DEIB in global collaborations with organizations like EFSPI, Phuse, ASA, OpenStatsWare. ➤ Help to promote PSI's international inclusivity. | | |
| DEIB AG Sub-team Deliverables | Desired Outcome | Target completion date |
| 1. Develop guide for how to promote accessibility and inclusiveness in PSI communications. | | |
| 2. Provide feedback on website design activities to ensure appropriate reference to DEIB has been incorporated. | | |
| 3. Provide DEIB input in a calendar of awareness days for social media posts. | | |
| 4. Provide updates on DEIB activities in eNews | | |

| Events | | |
|--|------------------------|-------------------------------|
| Goal: Create inclusive and accessible events. | | |
| <u>In partnership with the PSI Events Committee:</u> | | |
| <ul style="list-style-type: none"> ➤ Continue to focus on having at least one DEIB-related activity at the annual conference and speaker diversity across all events. ➤ Offer annual DEIB-related training to PSI members, in collaboration with relevant PSI groups as required. ➤ Advocate for consideration of DEIB during event planning. ➤ Investigate opportunities for PSI to offer financial support for underrepresented participants to attend events. ➤ Provide guidance for events to ensure that they promote DEIB and consider reasonable adjustments request. ➤ Provide input to consider accessibility of event locations. ➤ Investigate whether post webinar questions from attendees can be posted and answered offline | | |
| DEIB AG Sub-team Deliverables | Desired Outcome | Target completion date |
| 1. Develop a guide for making content for events, training and/or conference sessions accessible and to promote event accessibility. | | |

| Careers | | |
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| Goal: Support career development for underrepresented groups and schools outreach activities, increase representation of underrepresented groups at career related events and promote diversity of career progression paths. | | |
| <u>In partnership with the PSI Careers Committee:</u> | | |
| <ul style="list-style-type: none"> ➤ Support PSI's mentoring program by proactively highlighting potential DEIB provisions to maximise inclusion and remove any barriers for participation ➤ Extend support for interview preparation for graduate candidates. ➤ Continue to promote diverse representation at outreach events including diversity in speakers. ➤ Investigate options to increase schools outreach to underserved geographical regions promoting careers. ➤ Update examples of career paths to further illustrate diversity in backgrounds and career journeys. | | |
| DEIB AG Sub-team Deliverables | Desired Outcome | Target completion date |
| 1. Develop a list of potential accessibility adjustments for candidates in interviews/recruitment activities | | |
| 2. Develop guidance for accessible interview/recruitment best practices aimed at companies within PSI | | |
| 3. Develop a summary of available support, tools, resources, and other potential reasonable adjustments to support DEIB in the workplace. | | |

| Special Interest Groups (SIGs) | | |
|---|------------------------|-------------------------------|
| Goal: Support the SIGs in integrating DEIB into SIG content and operations. | | |
| <u>In partnership with the PSI SIGs Leaders:</u> | | |
| <ul style="list-style-type: none"> • Invite DEIB Lead and/or sub-team member to attend annual SIG Leaders meeting to provide support and address any feedback received by the SIGs regarding DEIB • Share ideas and suggestions on how DEIB is being incorporated into SIG activities at annual meetings • Collaborate on recommendations for accessibility considerations in SIG operations | | |
| DEIB AG Sub-team Deliverables | Desired Outcome | Target completion date |
| 1. Develop a guide for how to incorporate DEIB related considerations in SIG operations including advice to SIG leads to ensure all SIG members have equal opportunities to contribute to SIG activities. | | |

| Membership | | |
|---|-------------------------------|--|
| <p>Goal: Cultivate a diverse and inclusive PSI community.</p> <p><u>In partnership with the PSI Membership Committee:</u></p> <ul style="list-style-type: none"> ➤ Promote diversity in membership and leadership. ➤ Promote group memberships to increase overall membership. ➤ Utilise the PSI Ambassador network to encourage inclusivity and belonging among the membership. ➤ Encourage informal networking and members storytelling. ➤ Act on member feedback gained from DEIB survey and other surveys. | | |
| DEIB AG Sub-team Deliverables | | |
| Desired Outcome | Target completion date | |
| 1. Provide input into member satisfaction surveys to include DEIB related questions and share results with the DEIB AG. | | |
| 2. If endorsed by PSI members, support the launch and establishment of PSI Member Resource Groups. | | |

| Operations | | |
|---|------------------------|-------------------------------|
| Goal: Enhance transparency and integrate DEIB into PSI operations. | | |
| <u>In partnership with the PSI BoD:</u> | | |
| <ul style="list-style-type: none"> ➤ Ensure DEIB is considered in strategic planning and in how committees operate | | |
| DEIB AG Sub-team Deliverables | Desired Outcome | Target completion date |
| 1. Provide input into business plan and COGs to ensure DEIB has been considered. | | |