

# Diversity, Equity and Inclusion

## The SPARC Europe DEI Plan, 2022

### Commitment

We envision a more equitable world, built on fair treatment, access, opportunity, and advancement for all.

As changemakers in Open Science and Open Education, we know that advancing equity, including race and gender diversity, equity and inclusion (DEI) is essential to solving our world's most pressing problems. As such, we dedicate ourselves to integrating DEI into our work and our culture. As we learn more, we will do more - ours is a continuous journey of learning, growth, and innovation.

We commit to:

- Integrating DEI in our work culture and encouraging others to do the same,
- Intentionally stewarding DEI within our programmatic work, and
- Leading by example - joining with those who share our commitment to DEI as well as challenging those who are earlier in their journey.

DEI is central to our work since two of our six strategic goals in the SPARC Europe Strategic Plan 2021-2024 address the topic:

- Strive to enable more equity in Open so that all those who wish to publish and share research and education resources openly are better enabled to do so
- Promote diversity in publishing Open research and education.

*We plan to build DEI good practice in how we conduct our work across our organisation seeking to address this key overarching goal:*

To intentionally invest our resources to advance equity both within our organization and in our work, enabling us to deliver solutions more effectively to our world's most persistent problems.

We aim to achieve this goal by meeting the following objectives in 2022:

## **Objectives**

*O1 Analyse the current gender, geographical balance and work-life balance of our workforce in 2021.*

As a small Dutch Foundation, SPARC Europe has two employees, and it works with a range of consultants to deliver on its strategic plan.

As at 2022, it has nine Board Members.

This objective will be addressed by the SPARC Europe Communications Specialist and with a member of the SE Board.

*O2 Analyse how we address DEI in the work SPARC Europe does*

The SPARC Europe Communications Specialist and a SE Board Member will analyse to what extent DEI is addressed in the activities of SPARC Europe.

*O3 Develop a DEI plan of action for 2023-24*

This action plan will outline key principles and goals and will suggest how to address any gaps or inconsistencies. The plan will include what resources are necessary to maintain high DEI standards, what data, how we will monitor and report on DEI progress and how to address areas that need more focus. This will be discussed with the SE Board before it is signed off and the Action Plan for 2023 and 2024 established.