

Inclusive as Standard

Our commitment

Recognizing the importance of and BSI's obligations regarding balanced stakeholder representation in standards development and recognizing the body of evidence demonstrating the positive impact of diversity and inclusion on outputs of teams we:

- ❖ proactively manage membership and participation in standards development to strive to ensure there is a balance of stakeholders and a range of human differences represented in the development of standards
- ❖ strive to ensure the standards development environment is collaborative, supportive and respectful and one where we value and practice respect for the talents, experience, expertise and points of view of all participants enabling each one to have an equal opportunity to contribute to the process.
- ❖ strive to ensure the standards development process systematically enables all standards to be inclusive standards

Definitions

Stakeholders are all those with an interest in the standard being developed either because they will use it or be impacted by it when it is used. These include but are not limited to industry, academia, consumers, public interest groups, government, testing/certification, etc. (NB: Organizations which have a remit to serve / represent specific stakeholders can be nominating organizations)

Diversity is the range of human differences including but not limited to race, ethnicity, sex, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs.

Inclusion involves harnessing diversity in a way that is beneficial. It puts the concept and practice of diversity into action by creating an environment of involvement, respect, and collaboration where the richness of ideas, backgrounds, experience, expertise and points of view are harnessed to create value and by creating a culture where diversity in all its forms is welcomed and leveraged for learning and informing better decisions.

An **inclusive standard** is one which has explicitly considered diverse needs and direct and indirect impacts of the standard and proactively ensured that all stakeholders' / people's needs are met in the standard and that no stakeholders / people are excluded or disadvantaged by the use or implementation of the standard.