PEG Diversity, Equity and Inclusion (DEI)[1]



This document reflects PEG's commitment as an organisation to diversity, equity and inclusion at every level. We align ourselves with international best practice and, to this end, our DEI policy embraces the following:

Mission

Our excellence is in our diversity.

Vision

PEG promotes excellence in editing for all members, regardless of race, age, gender, language, religion, physical ability, socio-economic status, ethnicity, nationality, orientation, and all other social identifiers that have caused marginalisation. Open dialogue fosters a culture of growth among members. The strengths of our members' different experiences, as well as our shared skills, ensure PEG reflects the society we serve and the quality of the services we aim to offer.

Objectives

- Increase diversity of member participation on an ongoing basis.
- Increase member knowledge on the value of diversity in our profession.
- Establish a greater range of diversity among contributors to PEG publications, PEG activities and volunteer participation in the running of the organisation.
- Monitor PEG's diversity, equity and inclusion strategy annually.

Action

PEG aims to achieve its mission through three pillars: conversation, education and evaluation. Diversity conversations take place in dedicated online meetings and on the egroup to which members have access.

A section of our newsletter covers diversity education and is circulated three times a year. An invitation to join the diversity conversations is also published. PEG welcomes blog posts and newsletter contributions that focus on diversity, equity and inclusion for editors.

The annual member survey includes questions dedicated to diversity, equity and inclusion. Results are used to measure the effectiveness of our overall vision.

Our statement here serves to reinforce organisational commitment.

[1] We use 'DEI' as encompassing diversity, equality, equity, inclusion, belonging and transformation.