

## PEG Diversity and Inclusivity

PEG's diversity and inclusivity (D&I) initiative is in its infancy. This is a working draft but reflects PEG's commitment to being an inclusive organisation. Our working D&I policy embraces the following:

### Mission

Our diversity enriches copy-editing excellence.

### Vision

PEG promotes excellence in copy-editing for all members, regardless of race, age, gender, language, physical ability or other aspects of identity 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 within this membership year (ending 29 February 2024).
- Increase member knowledge on the value of diversity in our profession within this membership year.
- Establish a greater range of diversity among contributors to PEG publications by August 2023.
- Monitor PEG's diversity and inclusivity strategy annually.

### Action

PEG aims to achieve its mission through three pillars: conversation, education and evaluation. Diversity conversations take place every second month.

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. Our statement here serves to reinforce organisational commitment.

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

