

## BMA equality, diversity and inclusion advisory group member

### Role profile

<b>Role title</b>	BMA EDI (equality, diversity and inclusion) advisory group member
<b>Term</b>	Two BMA sessions (Approximately two years depending upon the date of the BMA's ARM (annual representative meeting), which denotes the start of the session)

<b>Purpose of role / key responsibilities</b>	
<i>List the core duties of the role and any special responsibilities</i>	
<p>The purpose and remit of the EDI advisory group is to:</p> <ul style="list-style-type: none"> <li>– Provide expert advice and guidance on all matters relating to equality, diversity and inclusion work at the BMA.</li> <li>– Offer in-depth knowledge of and experience in a range of EDI issues and be able to act as peer reviewers, approvers and knowledge sharers for the association.</li> <li>– Help shape the association's work on EDI for both members, staff and the wider medical workforce.</li> <li>– Ensure that EDI supports the way in which we embed our BMA mission, vision, values, behaviours, and organisational strategy.</li> <li>– Act as champions for EDI at the BMA and on behalf of the medical profession, promoting and embodying the BMA vision for EDI as set out in our strategy.</li> </ul> <p>Membership of the group:</p> <ul style="list-style-type: none"> <li>– The group is made up of 15-20 BMA members all on two-session terms.</li> <li>– EDI advisory group members must remain members of the BMA throughout their tenure on the group.</li> <li>– Members can be from any nation of the UK and any branch of practice.</li> <li>– The group has staff representation from each BMA directorate and nation.</li> <li>– The group is chaired by the BMA representative body chair.</li> <li>– After an aggregate term of office of six sessions, inclusive of past service, members shall cease to be eligible for re-appointment.</li> <li>– Membership of the group will be confirmed at the start of the 2021-22 session and will remain fixed for this session and the 2022-23 session.</li> </ul> <p>As a member of the group, it will be your responsibility to:</p> <ul style="list-style-type: none"> <li>– Uphold and abide by the <a href="#">BMA code of conduct</a> and <a href="#">behaviour principles</a>, and observe the BMA's <a href="#">confidentiality policy</a>.</li> </ul>	

- Declare any conflicts of interest or affiliations with or membership of other special interest groups or committees (BMA and non-BMA groups) in line with the BMA’s [conflicts of interest policy](#).
- Prepare for meetings to enable you to participate fully.
- Send apologies to the secretariat team in good time if you are unable to attend meetings of the group.
- Take actions arising from meetings.
- Take part in consultation exercises, meeting deadlines for comments.
- Work in partnership with the BMA staff.
- Promote the BMA’s equalities-related work in your networks and via social media.
- Contribute to email discussions.

### Skills / personal attributes

*Describe the skills and personal attributes necessary in the role*

As a member of the BMA EDI advisory group, you will offer advice on matters relating to equality, diversity and inclusion in the medical profession and in medical study.

Candidates will need to demonstrate knowledge, understanding and experience of:

- Commitment to and experience of the equality, diversity and inclusion agenda, including championing issues within the medical profession.
- Working successfully with individuals and groups representing a wide range of diverse cultural, geographic, and socio-economic backgrounds.
- Strong interpersonal skills and demonstrated decision-making skills.
- Ability to create and maintain strong relationships and build trust and consensus with members and stakeholders.
- Work effectively and productively with others, including BMA staff teams.

### Member training requirements

*You will be encouraged to attend the following BMA training programmes*

- [Leadership programme](#)
- [Valuing difference programme](#)
- [Active bystander programme](#)
- [An inclusive culture – working together at the BMA](#)
- [Effective influencing](#)
- [Online EDI modules](#)

Details of these programmes will be provided by the BMA corporate EDI team.

### Meetings/ Time commitment

*Possible weekly/monthly time commitment – eg 0.5 days a week*

- The EDI advisory group will meet three times per session (each meeting is half a day or a full day).
- Contributions to emails discussion on a regular basis.
- Ad hoc additional requirements depending on circumstances.
- The usual BMA expenses and BMA honoraria are applicable.