



**UK Society for
Behaviour Analysis**

UK-SBA Statement on Racial Equity, Equality, Diversity and Inclusion

The UK Society for Behaviour Analysis (UK-SBA) is dedicated to advancing the science and practice of behaviour analysis in the UK. We are committed to upholding professional standards and ethics, and it is with this commitment in mind that we have shifted our focus from a statement on Racial Equality to a statement on Racial Equity, Equality, Diversity and Inclusion (EEDI).

Why Racial EEDI Matters to Us

The decision to emphasize Racial EEDI reflects our recognition of the evolving landscape of professional practice and our responsibility to align with the highest standards of inclusivity and fairness, as reflected in our Ethics Code (3.4 & 3.5). As an organisation committed to promoting evidence-based practices, consumer protection, and the ethical application of behaviour analysis, we recognise the importance of acknowledging and addressing racial inequities within our field, and the need for racial diversity and inclusivity across the UK-SBA's registrants, Board of Directors and the wider community.

Our Commitment to Racial EEDI

Awareness of Racial Inequity and the Appointment of a Race Diversity Task Force

We recognise that racial inequities can manifest in various forms, often stemming from unconscious bias and systemic racial disparities. The UK-SBA is committed to actively acknowledging and addressing these racial inequities within our profession. To draw awareness to unconscious bias and systemic racial disparities, we are taking concrete steps. One significant step is the appointment of a Race Diversity Task Force by the UK-SBA Board of Directors.

This dedicated Task Force is tasked with evaluating current practices, policies, and procedures that promote Racial EEDI in all board matters. Their mandate includes identifying current successes that must be preserved, assessing areas requiring development, and

establishing a comprehensive framework for ongoing evaluation and improvement in the realm of Racial EEDI. Through the collective efforts of this Task Force, we aim to create a more racially inclusive and equitable environment within our profession, and actively address issues of unconscious bias and systemic racial disparities.

Training and Education

To translate our commitment into action, we pledge to provide comprehensive educational resources and training opportunities. Our aim is not only to raise awareness of unconscious bias but also to equip our members with practical strategies to proactively address racial inequity and promote racial diversity and inclusion as a behaviour analyst practicing in the UK.

Alignment with Professional Standards and Continuous Improvement

We are dedicated to aligning with professional standards; however, we acknowledge that we are in a continuous process of improvement. The Professional Standards Authority (PSA) has provided a set of standards for accredited registrants. These standards highlight areas where we can enhance our policy and procedures to further develop and refine our approach to EEDI considerations, both as a board and for our registrants.

Our commitment to continuous improvement means that we embrace the PSA's feedback as an opportunity for growth. We are dedicated to actively addressing EEDI concerns, implementing best practices, and refining our policies and procedures to better align with the evolving standards of inclusivity and fairness in our field. We view this as an ongoing journey, and we are committed to making meaningful progress on our path towards achieving full alignment with professional standards.

The UK-SBA is unwavering in our dedication to EEDI. While this statement outlines key actions, we understand that it is just the beginning of our journey. We are committed to ongoing communication and reporting on our EEDI progress to our registrants. Together, we'll work collaboratively to create positive and lasting change in our profession.

Glossary of Terms:

Equality: Providing equal (the same) access to opportunities, rights and status to everyone, irrespective of unique characteristics, perspectives and life experiences.

Equity: Recognising that each person (or group of people) has different circumstances and allocating individualised resources or opportunities to that person (or group of people), respective to their unique characteristics, perspectives and life experiences, to enable an equal outcome.

Diversity: Constantly and consistently recognising, respecting and valuing the differences in people, their unique characteristics, perspectives and life experiences.

Inclusion: Acknowledging people's differences and removing barriers to engagement, creating a sense of belonging, value and respect.