

# The Professional Speaking Association UK & I

Diversity Equity and Inclusion Director



**The PSA: An Association where everyone is welcome. This is the mission of the Diversity, Equity and Inclusion (DEI) Director at the PSA.**

Could you accept this mission?

Continuing the work of our former DEI Director Jackie Handy, the new postholder will ensure the PSA remains a safe and welcoming Association for all new and existing members, regardless of identity or protected characteristics included within the Equality Act of 2010.

## **About You**

You are already a positive advocate of the PSA and actively promote our values of Respect, Excellence and Connection. You may have personal or professional experience in Diversity, Equity and Inclusion, although this is not a prerequisite. You understand that you may sometimes be dealing with sensitive information and will require emotional intelligence and strong communication skills.

You are diplomatic and a great listener. You seek to acknowledge the unique PSA experience each of our members encounters and are committed to creating an equitable and inclusive offering for everyone within the Association.

***We accept applications from all levels of our membership. The PSA is committed to continuing to make diversity, equity, and inclusion part of everything we do. We welcome applications from all interested parties, and all qualified parties will receive consideration without regard to sex, gender (identity or expression), age, race, disability, religion, sexual orientation, pregnancy or marital status.***

## **The Role**

This is a voluntary role and some of the key responsibilities include:

- Monitor member satisfaction through feedback and surveys to ensure the organisation meets and exceeds member expectations.

- Implement robust ethical guidelines and safeguarding measures to create a safe and inclusive environment at regional and national events, promoting trust and confidence among attendees, together with speaker guidelines for inclusive best practices.
- Partner with diverse groups and Organisations to raise awareness of our Association among underrepresented demographics.
- Foster an inclusive and supportive culture within the Association, where all members feel valued and respected, regardless of their background or speaking style.
- Provide resources and support tailored to the unique needs of members from different backgrounds, ensuring that they feel valued and engaged within the community.
- Evaluate all processes across the Association to ensure fairness and inclusion.
- To monitor diverse representation, inclusion, and accessibility at regional and national PSA events.
- To support the membership with ways to be more inclusive as a speaking community.
- To proactively ensure accessibility for all to the Association and its events.
- Contribute, as a Board member, to the running and governance of the Association.
- Build a team of volunteers around you to help achieve these objectives.

### **How to Apply**

In the first instance, please complete the application form by selecting <https://the-psa.co.uk/dei-director-2024/> and tell us why you are right for the role.

Successful candidates will attend a (usually virtual) panel interview and a follow-up conversation with the Chair before a decision is made. The dates for the interview(s) will be published once applications close.

Please let us know if you require any reasonable adjustments or support with any part of the application or interview process.