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IMA EDI Strategy **2024-2029**

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IMA EDI Strategy - 2024-2029

Introduction

The IMA is dedicated to EDI and believe every individual should be empowered to achieve their full potential. We are conscious of the effect of systemic inequalities and recognise we must go beyond intentionality. The IMA's vision, mission and ambition fully align with the importance of EDI and will guide our actions. Through tangible steps, we will address inequitable participation in the mathematical sciences.

Our commitment to EDI aims to foster a culture and working environment which attracts and retains outstanding talent where diversity of skills, experiences and viewpoints are respected. This correlates well with improved well-being, engagement, productivity, creativity, and innovation among our staff. However, the full benefit of EDI extends beyond our organisation and immediate stakeholders to the wider society who are engaged or affected by mathematics. In this respect, we aspire to be a leader of inclusivity within the mathematical sciences sector.

We recognise that we cannot treat EDI as if it were a project, with defined dates when we will be fully proficient. Instead, we continuously seek to improve on all aspects of what we know to be an ongoing journey of learning and development. In this respect, whilst the commitment to EDI ultimately rests with our Council of trustees, it transcends the physical makeup of that body, our executive committee, and all other areas of leadership within the IMA.

What does EDI mean to the IMA?

Diversity

The IMA recognises that a range of perspectives is critical to sustain and advance the mathematical sciences, address societal challenges, and enrich the collective mathematical discourse. This recognition is underpinned by a commitment to not only respect differences of identity through the range of protected characteristics and others such as social economic status, but also in embracing varied ways of thinking and problem solving.

Equity

The IMA recognises that there are barriers and disparities within the mathematical sciences, and they understand that different and proactive approaches are required to enable everyone to participate in and benefit from the sciences. This involves tailoring opportunities, resources, and support to meet the varied needs of individuals.

Inclusion

The IMA recognises that diversity and equity alone are insufficient to create an environment where members of the mathematical science community feel valued, respected, and supported. In recognition of this, the IMA strives to create a culture where diverse voices are not only heard but are actively engaged in shaping the future of mathematics in a manner which makes them feel they belong and valued.

Our achievements so far

The IMA has a track record of supporting EDI initiatives. In November 2012, Council approved a motion for a policy whose purpose is to support positive action for women in mathematics. The IMA is also a signatory to the Science Council's Declaration on DEI committing to having a board-level (Council member) Diversity Champion. At its meeting in November 2023, Council gave approval for the recognition of an EDI committee. Key responsibilities of the EDI committee chair (also known as the Diversity Champion) includes:

- Being a point of contact and ally for our members,
- Championing D&I at council,
- Ensuring continual improvement along the Science Council's Declaration on Diversity and Inclusion Progression Framework.

From a governance perspective, the Chair of the EDI committee is required to periodically report on progress and issues to the executive board for which they are a member. In turn, this board reports into Council.

As stated in its terms of reference:

“The remit of the Committee is to provide the IMA Council and other committees with both oversight of internal matters, and a lens on external thinking. The Committee ensure that EDI is considered in IMA Council decision making, and matters EDI related in mathematical sciences broadly – across academia, industry, Government, Education, etc. Our focus is both inward and outward looking in that we serve to ensure EDI is taken into consideration during the deliberations of other IMA committees as well as to provide guidance on EDI-related matters for academia, industry, Government, Education, etc.”

As a discipline, the mathematical sciences have a long history of welcoming individuals with diversity of thought, situation, and experience more so than many other fields. Examples of such people include Hypatia of Alexandria, Maria Gatana Agnesi, Sophie Germain, Leonhard Euler, Mary Cartwright, and John Nash. This tradition of inclusivity continues today through the efforts of the IMA. The IMA has been a strong supporter of mathematical scientists with disabilities and neurodiversity. Notably, Dame Kathleen Ollerenshaw was completely deaf and became the first female president of the IMA in 1978-1979. In 2015, the IMA, together with the European Mathematical Society (EMS) and the London Mathematical Society (LMS), awarded a grant to a member to continue work defining and filming mathematical terms and concepts in British Sign Language. Further, the IMA has hosted events, such as its 2017 Employers’ Forum on Employability and Diversity at which disability was a key focus.

Recognising that people are at varied stages of their mathematical careers, the IMA has established an Early Career Mathematicians (ECM) committee. This committee can play an active part in all aspects of the IMA including EDI for which it has a role assigned as Diversity Leader.

In the area of ethnicity, the IMA has and continues to support the Black Heroes of Mathematics, an annual event celebrating the contributions of black mathematicians and scientists from around the world and since 2020 the IMA have supported the yearly LGBTQ+ STEMinar.

Being intentional about EDI

Defining

We believe EDI should not be spoken about in abstract terms but with clear intentionality which means stating clear descriptions of what equity, diversity, and inclusivity are for the IMA.

Describing

We believe descriptions of a desirable state of the organisation when equity, diversity, and inclusion are embedded is helpful to the IMA and all its stakeholders.

Linking

We believe that EDI initiatives should be interwoven with the strategic intent, objectives, and goals of the IMA.

Ensuring

We believe that the actions of the IMA should move lockstep with its documented intentions and implemented in a way that decisions are viewed through an EDI lens.

Clear communication

We believe that the organisation's stance and expected behaviour in relation to EDI should be clearly communicated to all its stakeholders and implemented as part of its value chain.

Overarching EDI objectives

The following four objectives form the cornerstone of the IMA's EDI strategy:

Strategic EDI evolution

- Regularly review and adapt the EDI strategy to foster greater engagement, participation, and fulfilment of potential in mathematical science endeavours for all. In this respect, our strategy will evolve as we learn from our experience.

Risk-based decision-making

- Adopt a risk-based approach to EDI-related risks to inform decision-making. In this respect, we apply an EDI lens to key decisions arising from operational or strategic actions and manage any associated risks.

Inclusive transparent benchmarking

- Ensure IMA's processes, systems, and activities are inclusive, transparent, and measure progress against external benchmarks. In this respect, we will employ the use of objective quantitative (where feasible) and qualitative measures to assess and guide the performance of the IMA in achieving its objectives.

Enhancing EDI awareness

- Provide EDI training and tools, especially for decision-makers and assessments. In this respect, we will employ a variety of methods to engage and develop IMA staff and other stakeholders to be more aware of how they can contribute to enhancing positive EDI outcomes as well as how to identify and assess the potential for downside risks.

Specific EDI initiatives to support IMA strategy

The following highlights how EDI initiatives can be used to support individual activities of our three overall strategic priority areas, which are:

1. Advancing the mathematics profession and achieving our Mission.
2. Securing a Sustainable IMA Future.
3. Mathematics for Societal Challenges.

Since the overall IMA strategy for 2023-2028 has aspects of EDI embedded in its activities, what is stated here are specific EDI initiatives to aid in implementing these activities. In this respect, there will be commonalities between these two aspects.

Advancing the Mathematics Profession and Achieving Our Mission

Mathematics Education and Outreach

- Support diversity and inspire the next generation through targeted activities and partnerships.
- Promote education excellence and provide CPD for educators, supporting non-traditional routes into mathematical careers.

Enabling and Valuing Mathematical Achievement

- Develop programmes for sharing research and developing professional skills within a diverse community.
- Recognise excellence across diverse settings through awards and prizes, increasing visibility and links with the wider community.

Promoting and Celebrating Mathematicians and the Mathematical Sciences

- Develop diverse and inclusive content showcasing contributions from underrepresented groups in mathematics to inspire future generations and challenge stereotypes.
- Engage with policymakers and influencers to promote the value of diversity in mathematical achievements and its societal impact.

Support and Recognition for Mathematical Scientists and Professionals

- Enhance professional recognition to include diverse competencies and backgrounds, particularly from underrepresented groups in mathematics.
- Promote diversity in academia, education, and industry through tailored membership and registration offerings.

Working with Employers and Industry

- Collaborate with employers to foster inclusive work environments that value diverse mathematical talents and innovative approaches.
- Highlight and share successes of diverse mathematical applications in industry to inspire and engage a broader audience.

Supporting Early Career Mathematicians and Beyond

- Develop programs specifically aimed at supporting early career mathematicians from diverse backgrounds, providing mentoring and networking opportunities.
- Embed inclusive practices in all IMA activities, ensuring early career mathematicians are represented and have opportunities to contribute.

Developing Our Communities, Branches, and Global Reach

- Foster inclusive mathematical communities that provide networking, mentoring, and CPD opportunities at all levels, ensuring diverse representation.
- Support branches and special interest groups in developing and delivering inclusive activities and outreach.

Securing a Sustainable IMA Future

Financial Sustainability / Environmental, Social and Governance (ESG)

- Align ESG goals with EDI benchmarks to ensure investments and operations promote diversity and inclusivity.
- Enhance membership offerings to meet diverse needs, reflecting inclusivity and accessibility.
- Direct strategic investments towards activities that bolster EDI within the IMA.

Environmental Sustainability

- Incorporate EDI into the sustainability action plan to ensure diverse perspectives in environmental efforts.
- Make environmentally responsible choices that also consider diversity and social impact on communities.

Robust and Proportionate Governance Model

- Refresh governance models to ensure decision-making aligns with modern guidelines and EDI strategies.

- Ensure selection processes for volunteer positions are open, transparent, and aligned with EDI strategies.

Membership and Profile

- Increase profile and visibility to attract a diverse membership, including students and apprentices from varied backgrounds.

People and Well-being

- Develop a collaborative working environment that values diversity and inclusivity among staff and volunteers.

Mathematics for Societal Challenges

Mathematical Knowledge, Research, and Learning

- Support and showcase diverse mathematical research that impacts societal challenges.
- Create a repository of online content that promotes understanding across different professions.

Global Challenges

- Launch Special Interest Groups focusing on major societal issues, including equity, diversity, and inclusion, to provide impartial expertise and support knowledge exchange.

Measuring success of EDI initiatives

The IMA prides itself on being driven by analytical rigour. As such, data will form a key aspect of performance assessment. Data will be collected in accordance with legal and regulatory guidelines as given in the 2018 Data Protection Act and UK GDPR. This data will be used to measure progress against targets related to recruitment, retention, and development of individuals from under-represented groups (within the IMA) as well as against other measures to support our communities.

The IMA will employ the use of surveys of both its members and wider stakeholders to better understand their experiences and therefore helping to shape how we can continue to meet their requirements. The result of these surveys and other analysis will be formalised into metrics that will be used to assess the performance of the IMA.

Where appropriate, the progression framework devised by the Royal Academy of Engineering and the Science Council will be used to assess the EDI maturity of the IMA. However, where we feel it necessary, adaptations to this framework will be implemented to address the specificities of the IMA.

The measurements results will be maintained on the IMA's website.

Encouraging Member Participation

The success of our proposed EDI initiatives hinges on member participation. We, therefore, encourage all members to share their experiences and relevant diversity data to help the IMA understand the unique challenges and opportunities within our community. We appreciate that there might be concerns about sharing personal information and assure members that all data will be handled in strict compliance with GDPR guidelines and used solely to enhance our EDI efforts.

EDI Metrics

Advancing the Mathematics Profession and Achieving Our Mission

Mathematics Education and Outreach

Support diversity and inspire the next generation through targeted activities and partnerships

Metric: Diversity Engagement Index (DEI)

Objective: measure the effectiveness of targeted activities and partnerships.

Measure: $DEI = \frac{N_{DTP}}{N_{TP}} \times P_{DEI}$

Parameters:

- N_{DTP} is the number of targeted programs aimed at diverse groups,
- N_{TP} is the total number of programs aimed at current/next generation,
- P_{DEI} is the percentage of participants that found value in the activities.

Data collection approach:

- Maintain records of activities and feedback from participants.

Promote education excellence and provide CPD for educators

Metric: Education Support and Excellence Index (ESEI)

Objective: measure the effectiveness of the IMA's supporting role in promoting education, teaching excellence in mathematics and awarding CPD with a focus on advancing EDI.

$$\text{Measure: } ESEI = \left(\frac{N_{EDIW} + N_{CPDE}}{N_{IEA}} \right) \times P_{ESEI}$$

Parameters:

- N_{EDIW} is the number of EDI-focussed workshops, seminars, or resources provided for educators and students in mathematics,
- N_{CPDE} is the CPD events or programs specifically designed with EDI for educators in mathematics,
- N_{IEA} is the total number of assistances provided to educators and students in mathematics including all workshops, seminars, CPD events and other resources,
- P_{ESEI} is the percentage of participants that found value in the activities.

Data collection approach:

- Track records of workshops and seminars organised by the IMA or other resources given and noting whether there is an EDI content or otherwise,
- Documenting feedback from CPD and other programs offered to assess impact of EDI enhancements.

Supporting non-traditional routes into mathematical careers

Metric: Policy Adoption and Impact Index (PAII)

Objective: measure the extent to which policies created by the IMA to promote non-traditional pathways into mathematical careers are adopted by external bodies and the impact of these on enhancing diversity and inclusion.

$$\text{Measure: } PAII = \frac{N_{PAA} \times N_{IDI}}{N_{PP}}$$

Parameters:

- N_{PAA} is the number of policies adopted or endorsed by external bodies,
- N_{IDI} is the number of instances/reports indicating positive impact on diversity and inclusion because of policy adoption,
- N_{PP} is the total number of proposed policies focussed on non-traditional pathways.

Data collection approach:

- Maintain and review records of all policy proposals and communications from external bodies,

- Engage with stakeholders, including educational institutions, industry partners and others to gather feedback on policy effectiveness.

Enabling and Valuing Mathematical Achievement

Develop programmes for sharing research and developing professional skills within a diverse community

Metric: Research and Skills Development Diversity Index (RSDDI)

Objective: evaluate the effectiveness of the outreach

Measure: $RSDDI = \left(\frac{N_{RSP}}{N_{TP}}\right) \times \left(\frac{N_{DEP}}{N_P}\right) \times P_{RSDDI}$

Parameters:

- N_{RSP} is the number of research sharing programs conducted,
- N_{TP} is the total number of programs conducted,
- N_{DEP} is the total number of participants from diverse backgrounds in the programs,
- N_P is the total number of participants in the programs,
- P_{RSDDI} is the percentage of participants that found the activities to be of value.

Data collection approach:

- Document all programs conducted including totals of diverse and other participants,
- Obtain feedback from participants based on surveys.

Recognise excellence across diverse settings through awards and prizes

Metric: Diversity Recognition Excellence Index (DREI)

Objective: measure of extent to which there is diversity in allocation of awards/prizes

Measure: $DREI = \left(\frac{N_{DEA}}{N_{TA}}\right) \times 100\%$

Parameters:

- N_{DEA} is the number of awards/prizes given to recipients from diverse backgrounds or work that significantly contributes to EDI,
- N_{TA} is the total number of awards/prizes given.

Data collection approach:

- Records of all awards/prizes including recipient demographics and criteria for awards to identify those that explicitly aim to enhance EDI.

Increasing visibility and links with the wider community

Metric: Community Engagement Index (CEI)

Objective: measure the effectiveness of efforts to enhance visibility of mathematics among diverse communities

Measure: $CEI = \left(\frac{N_{CEI}}{N_{TE}} \right) \times P_{CEI}$

Parameters:

- N_{CEI} is the number of community engagement initiatives specifically designed to enhance visibility among diverse groups,
- N_{TE} is the total number of community engagements conducted by the IMA,
- P_{CEI} is the percentage of participants that found the activities to be of value.

Data collection approach:

- Records of all engagement activities, highlighting those aimed at diverse groups,
- Feedback from surveys.

Promoting and Celebrating Mathematicians and the Mathematical Sciences

Develop diverse and inclusive content showcasing contributions from underrepresented groups

Metric: Inclusive Content Impact Index (ICII)

Objective: measure the effectiveness of diverse and inclusive content development

Measure: $ICII = \left(\frac{N_{DIC}}{N_{TC}} \right) \times P_{IR,CS}$ (in percentage)

Parameters:

- N_{DIC} is the number of pieces (articles, videos, podcasts etc.) specifically developed to showcase contributions from underrepresented groups,
- N_{TC} is the total number of contents produced by the IMA,
- $P_{IR,CS}$ is the percentage of audience that report being inspired by the content as well as indicating they will positively change their behaviour regarding diversity/inclusivity in mathematics due to the content.

Data collection approach:

- Detailed record of all content produced, with tags or notes identifying content focussed on underrepresented groups,
- Surveys, comments, and other feedback on content.

Engage with policymakers and influencers to promote the value of diversity in mathematical achievements and its societal impact

Metric: Policy Influence and Diversity Engagement Index (PIDEI)

Objective: quantify the effect of interactions with policymakers and influencers in advocating for the importance of diversity in mathematics

Measure: $PIDEI = \left(\frac{N_{PE}}{N_{TE}}\right) \times P_{PIDEI}$

Parameters:

- N_{PE} is the number of engagements (meetings, consultations, presentations) with policymakers and influencers focussed on diversity in mathematics,
- N_{TE} is the total number of engagements conducted by the IMA with policymakers and influencers,
- P_{PIDEI} is the percentage of engagements that resulted in positive feedback and/or led to tangible policy changes, initiatives or actions promoting diversity in mathematics.

Data collection approach:

- Detailed record of engagements including purpose, outcomes and feedback received.

Support and Recognition for Mathematical Scientists and Professionals

Enhance professional recognition to include diverse competencies and backgrounds, particularly from underrepresented groups in mathematics

Metric: Diverse Competencies and Backgrounds Index (DCBI)

Objective: measure the success of initiatives aimed at broadening criteria for professional recognition to include more diverse competencies and backgrounds

Measure: $DCBI = \left(\frac{N_{CB}}{N_{TR}}\right) \times 100\%$

Parameters:

- N_{CB} is the number of recognitions or awards designed to include criteria valuing diversity in competencies and backgrounds,
- N_{TR} is the total recognitions or awards given out by the IMA.

Data collection approach:

- Detailed records of all recognitions and awards, highlighting changes to criteria to value diversity.

Promote diversity in academia, education, and industry through tailored membership and registration offerings

Metric: Diversity Promotion Membership Index (DPMI)

Objective: measure the effectiveness of tailored membership and registration offerings in increasing diversity

$$\text{Measure: } DPMI = \left(\frac{N_{DM}}{N_{TM}} \right) \times P_{DPMI}$$

Parameters:

- N_{DM} is the number of members from diverse backgrounds who have joined or registered through the offerings over a defined period,
- N_{TM} is the total number of members that have joined or registered in the same period,
- P_{DPMI} is the percentage of diverse members that found the offerings to be of value.

Data collection approach:

- Records of membership and registration with demographic details,
- Feedback from surveys.

Working with Employers and Industry

Collaborate with employers to foster inclusive work environments that value diverse mathematical talents and innovative approaches

Metric: Inclusive Workplace Collaboration Index (IWCI)

Objective: to quantify the effectiveness of the IMA's partnerships with employers in creating work environments that are inclusive and value diversity and innovative approaches

$$\text{Measure: } IWCI = \left(\frac{N_{PS}}{N_P} \right) \times 100\%$$

Parameters:

- N_{PS} is the number of individuals positively impacted by IMA's intervention. That is, those persons reporting a positive change in D&I based on the IMA's efforts and employers' adoption of recommendations,
- N_P is the number of individuals targeted by IMA's initiatives or exposed to the activities.

Data collection approach:

- Detail recording of all collaborations with employers, including objectives.
- Feedback from employees of employers on the effectiveness of the initiatives, possibly augmented with feedback from employers.

Highlight and share successes of diverse mathematical applications in industry to inspire and engage a broader audience

Metric: minimum of 80% satisfaction with all initiatives shared.

Data collection approach:

- Feedback from surveys.

Supporting Early Career Mathematicians and Beyond

Develop programs specifically aimed at supporting early career mathematicians from diverse backgrounds, providing mentoring and networking opportunities

Metric: Early Career Diversity Index (ECDI)

Objective: measure the success of initiatives aimed at supporting diverse early career mathematicians

Measure: $ECDI = \left(\frac{N_{DEC}}{N_{TEC}} \right) \times 100\%$

Parameters:

- N_{DEC} is the number of early career mathematicians from diverse backgrounds in the program,
- N_{TEC} is the total number of early career mathematicians in the program.

Data collection approach:

- Detailed records of program participants including demographic data,
- Feedback from surveys.

Embed inclusive practices in all IMA activities, ensuring early career mathematicians are represented and have opportunities to contribute

Metric: Inclusive Practice Embedded Index (IPEI)

Objective: measure the extent to which inclusive practices are integrated into IMA activities ensuring early career mathematicians are adequately represented and have ample opportunity to contribute

Measure: Percentage of ECMs reporting satisfaction with opportunities to contribute, minimum 80%.

Data collection approach:

- Feedback from surveys.

Developing Our Communities, Branches, and Global Reach

Foster inclusive mathematical communities that provide networking, mentoring, and CPD opportunities at all levels, ensuring diverse representation

Metric: Inclusive Community Engagement Index (ICEI)

Objective: measure the success of community engagement

Measure: Percentage of community engagement perceived as inclusive, minimum 80%

Data collection approach:

- Feedback from surveys.

Support branches and special interest groups in developing and delivering inclusive activities and outreach

Metric: Branch and SIG Inclusivity Index (BSII)

Objective: measure the success of the IMA activities

Measure: $BSII = \left(\frac{N_{IA}}{N_{TA}} \right) \times P_{BSII}$

Parameters:

- N_{IA} is the number of inclusive activities developed by branches and SIGs with IMA support,
- N_{TA} is the total number of activities developed by branches and SIGs,
- P_{BSII} is the percentage of individuals who perceive the activities as being inclusive.

Data collection approach:

- Details from branches and SIGs of all activities and identifying those developed with a focus on inclusivity,
- Feedback from surveys.

Securing a Sustainable IMA Future

Financial Sustainability / ESG

Align ESG goals with EDI benchmarks to ensure investments and operations promote diversity and inclusivity

Metric: ESG-EDI Alignment Index (EAI)

Objective: measure the degree to which ESG goals are integrated with EDI

Measure: $EAI = \left(\frac{N_{EA}}{N_{EG}} \right) \times P_{EAI}$

Parameters:

- N_{EA} is the number of ESG goals that explicitly incorporate EDI criteria,
- N_{EG} is the number of ESG goals,
- P_{EAI} is the percentage of stakeholders who perceive the alignment as effective.

Data collection approach:

- Details of all IMA ESG goals and identification of those with an EDI focus,
- Feedback from surveys.

Enhance membership offerings to meet diverse needs, reflecting inclusivity and accessibility

Metric: Membership Offerings Diversity Index (MODI)

Objective: measure the success of initiatives aimed at enhancing membership offerings to address diverse needs

$$\text{Measure: } MODI = \left(\frac{N_{MOE}}{N_{TMO}} \right) \times P_{MODI}$$

Parameters:

- N_{MOE} is the number of membership offerings enhanced to member diverse needs,
- N_{TMO} is the total number of membership offerings available,
- P_{MODI} is the percentage of members accessing the offerings and stating that their expected level of satisfaction has been achieved.

Data collection approach:

- Details of all membership offerings and adjustments to improve diversity, inclusivity, and accessibility,
- Feedback from surveys.

Direct strategic investments towards activities that bolster EDI within the IMA

Metric: EDI Investment Impact Index (EDIII)

Objective: measure impact of strategic investments enhancing EDI

$$\text{Measure: } EDIII = \left(\frac{N_{EDI}}{N_{TI}} \right) \times P_{EDIII}$$

Parameters:

- N_{EDI} is the number of or currency amount invested towards EDI enhancing activities,
- N_{TI} is the total number of or currency amount investment in activities by the IMA,
- P_{EDIII} is the percentage of initiatives achieving their stated outcomes.

Data collection approach:

- Document all strategic investments and highlighting EDI initiatives,
- Assessments, surveys on the outcomes of investments.

Environmental Sustainability

Incorporate EDI into the sustainability action plan to ensure diverse perspectives in environmental efforts

Metric: Diverse Participation in Sustainability Index (DPSI)

Objective: measure the extent to which diverse perspectives are incorporated into the sustainability plan

$$\text{Measure: } DPSI = \left(\frac{N_{ID}}{N_T} \right) \times 100\%$$

Parameters:

- N_{ID} is the number of individuals from diverse backgrounds involved in the plan,

- N_{TP} is the total number of individuals involved in the process.

Data collection approach:

- Details of composition of working groups/committees etc.

Make environmentally responsible choices that also consider diversity and social impact on communities

Metric: Environmental and Social Impact Index (ESII)

Objective: measure the success of initiatives aimed at making environmentally responsible choices that factor diversity and social impact relating to accessibility and inclusivity for underrepresented groups at specific IMA events

Measure: $ESII = \left(\frac{N_{ERE}}{N_{TE}} \right) \times P_{ESII}$

Parameters:

- N_{ERE} is the number of environmentally responsible events/initiatives that specifically aim to be inclusive of diverse groups (e.g., virtual events, branches to reduce travel),
- N_{TE} is the total number of events/initiatives organised by the IMA,
- P_{ESII} is the percentage of participants from underrepresented groups who benefit from the activities.

Data collection approach:

- Details of all events/initiatives and whether they are virtual, hybrid or local which make specific efforts to be environmentally responsible and accessible,
- Feedback from surveys capturing demographic information and assessing the accessibility and inclusivity of the event.

Robust and Proportionate Governance Model

Refresh governance models to ensure decision-making aligns with modern guidelines and EDI strategies

Metric: Governance Alignment and Inclusivity Index (GAI)

Objective: a measure of the success of efforts to update governance models to effectively integrate EDI principles into decision-making

Measure: $\left(\frac{N_{GMR}}{N_{GM}} \right) \times P_{GOV} \times AI_{EDI}$

Parameters:

- N_{GMR} is the number of governance model revisions made to align with modern guidelines and incorporate EDI strategies,
- N_{GM} is the total number of components of the governance model reviewed for potential updates,

- P_{GOV} is the percentage of governance members who perceive the revised models effectively incorporate EDI principles. Instead of the governance members alternatives could be Council, not including members responsible for the revisions or some other subset of the IMA's community,
- AI_{EDI} is the percentage of decisions/policies made post-revision that explicitly consider EDI impacts.

Data collection approach:

- Details of governance model traceability e.g., before and after model revisions to reflect EDI,
- Feedback from surveys or other mechanisms,
- Documentation of decisions/policies made post-revision and analysis of EDI intent.

Ensure selection processes for volunteer positions are open, transparent, and aligned with EDI strategies

Metric: Volunteer Selection Transparency Index (VSTI)

Objective: measure the success of implementing open and transparent selection processes for volunteer positions that are fully aligned with EDI strategies, focusing on fairness and inclusivity of the selection process

Measure: $VSTI = \left(\frac{N_{OVS}}{N_{TVS}} \right) \times P_{TA} \times P_{Aln}$

Parameters:

- N_{OVS} is the number of volunteer selection processes reviewed to ensure openness and alignment with EDI strategies,
- N_{TVS} is the total number of volunteer selection processes conducted by the IMA,
- P_{TA} is the percentage of participants/stakeholders who perceive the process as transparent and accessible,
- P_{Aln} is the percentage of selection outcomes that demonstrate diversity and inclusivity and align with the IMA strategies.

Data collection approach:

- Reviews of volunteer selection processes,
- Feedback from applicants/stakeholders on perceived transparency and accessibility,
- Analysis of selected pool versus applicant pool and other measures.

Membership and Profile

Increase profile and visibility to attract a diverse membership, including students and apprentices from varied backgrounds

Metric: Diverse Membership Attraction Index (DMAI)

Objective: measure the success of initiatives aimed at increasing the IMA's profile and visibility to attract a more diverse membership base

Measure: $DMAI = \left(\frac{N_{DM}}{N_{TM}} \right) \times P_{DMAI}$

Parameters:

- N_{DM} is the number of new members from diverse backgrounds attracted during a period,
- N_{TM} is total number of new members attracted during the same period,
- P_{DMAI} is the percentage of new members from diverse backgrounds reporting that increased visibility/knowledge of the IMA influenced their decision to join the IMA.

Data collection approach:

- Details of membership application including demographic information and sources of awareness of the organisation,
- Data from marketing/outreach campaigns aimed at increasing visibility e.g., website traffic analytics, social media statistics and event participation rates,
- Feedback from new member surveys.

People and Well-being

Develop a collaborative working environment that values diversity and inclusivity among staff and volunteers

Metric: People and Well-being Inclusivity Index (PWII)

Objective: measure the success of initiatives aimed at creating diversity and inclusivity among staff and volunteers

Measure: $PWII = \left(\frac{N_{ICP}}{N_{TP}} \right) \times P_{PWII}$

Parameters:

- N_{ICP} is the number of initiatives/programs implemented to promote inclusivity and collaboration among staff and volunteers,
- N_{TP} is the total number of professional development and workplace culture programs,
- P_{PWII} is the percentage of staff and volunteers who report diversity and inclusivity initiatives have positively impacted their engagement and productivity.

Data collection approach:

- Details of initiatives/programs aimed at enhancing workplace inclusivity and collaboration, including training sessions, workshops, team-building activities and policy updates,
- Feedback and varied sources,

- Data on staff volunteer engagement, retention rates and productivity metrics before and after initiatives.

Mathematics for Societal Challenges

Mathematical Knowledge, Research, and Learning

Support and showcase diverse mathematical research that impacts societal challenges

Metric: Diverse Research Impact Index (DRII)

Objective: measure the success of initiatives aimed at supporting and showcasing diverse mathematical research, particularly research addressing societal challenges

Measure: $DRII = \left(\frac{N_{DSR}}{N_{TR}} \right) \times P_{SR} \times IV_{SC}$

Parameters:

- N_{DSR} is the number of diverse mathematical research projects supported and showcased, addressing societal challenges,
- N_{TR} is the total number of research projects supported and showcased by the IMA,
- P_{SR} is the percentage of surveyed individuals perceiving the showcased research as valuable for understanding diverse perspectives and contributions to societal challenges,
- IV_{SC} is an impact visibility score calculated as the average score (on a scale of 1 to 5) from feedback on how well the research increases visibility and understanding of the mathematical community's diversity and its societal impact.

Data collection approach:

- Details of research projects supported and showcased with specific attention to those that address societal challenges and represent diverse perspectives,
- Surveys, feedback forms and other engagement metrics,
- Qualitative/quantitative assessments of the societal impact of research including testimonials.

Create a repository of online content that promotes understanding across different professions

Metric: Professional Cross-Understanding Index (PCUI)

Objective: measure the success of online content repository in promoting interdisciplinary understanding and collaboration

Measure: $PCUI = \left(\frac{N_{CR}}{N_{TC}} \right) \times P_{UR} \times P_{CUI}$

Parameters:

- N_{CR} is the number of content resources developed specifically for the repository aimed at different professions,

- N_{TC} is the total number of content pieces in the repository,
- P_{UR} is the percentage of users from different professions who engage with the repository content,
- P_{CUI} is the percentage of these users who report increased understanding or collaboration intentions because of the content.

Data collection approach:

- Documentation of all content developed for and added to the repository, including details of the target audience and interdisciplinary focus,
- Data on repository usage, including visitor demographics, professions, engagement metrics,
- Feedback from surveys.

Global Challenges

Launch Special Interest Groups focusing on major societal issues, including equity, diversity, and inclusion, to provide impartial expertise and support knowledge exchange

Metric: Societal Issues Engagement Index (SIEI)

Objective: measure the success of SIGs engaging with and addressing major societal issues, particularly focusing on their contribution to EDI

Measure: $SIEI = \left(\frac{N_{EDI}}{N_{SIG}} \right) \times P_{KE}$

Parameters:

- N_{EDI} is the number of SIGs specifically launched to address societal issues with a focus on EDI,
- N_{SIG} is the total number of SIGs launched,
- P_{KE} is the percentage of participants valuing the knowledge exchange.

Data collection approach:

- Documentation of all SIGs, including their focus areas, membership demographics, activities, and outcomes with attention to those with an EDI lens,
- Surveys/feedback.