

Imago Mundi CIO

Diversity, Inclusion and Safeguarding Policy

Imago Mundi CIO is committed to encouraging equality and diversity on the board of trustees and in our work. We aim to prevent any unlawful discrimination.

In particular:

We shall seek ways to encourage a broader range of voices in our publications.

We shall make efforts to diversify the membership of the board, to ensure that it includes a range of backgrounds and perspectives. We should review this annually to see what needs to be done to further these aims.

We shall avoid all discrimination on any of the following grounds:

- age
- disability
- gender reassignment
- marriage or civil partnership
- pregnancy and maternity
- race (including colour, nationality, and ethnic or national origin)
- religion or belief
- sex
- sexual orientation

This will include membership on the board, the website and selection of any contractors we use.

In the board meetings we should ensure that all voices are equal, that members respect each other's views while remaining able to challenge them constructively.

Trustees and contractors should be safeguarded from any bullying or harassment. Two trustees should be nominated as people who can be approached with any concerns on these grounds and they shall be responsible for following up in an appropriate way. They should bring matters to the attention of the whole board of trustees, with the consent of the complainant. The nominated trustee should seek specialist external advice if necessary.

All the elements of the policy should be reviewed annually and amended if necessary to ensure their effectiveness.

5 December 2025