



# **Equity, Diversity and Inclusion in the Public Lecture Programme: Policy Statement**

LSE's 2030 Strategy sets out the School's key priorities - Educate for Impact, Research for the World, and develop LSE for everyone. One of the main guiding principles leading to these priorities is to sustain excellence through an inclusive and diverse community and to be an epicentre for different perspectives to thrive through robust but respectful debate.

LSE's intention is to proactively establish a culture that allows us to:

- Gain access to, and represent a more diverse pool of talent among staff and students
- Enhance the School's engagement with new audiences and stakeholders, both in the UK and internationally
- Continue to improve the diversity across the School

Speakers of world standing from the realms of politics, finance, civil society and current affairs as well as academic life deliver lectures and seminars on subjects of wide topical interest. This diverse programme of events is open to LSE students, staff and alumni, as well as to the global online audience plus thousands of visitors who attend from outside LSE each year.

This programme of events adds great value to the LSE staff and student experience and is a vital component of LSE's engagement with the outside world.

As a global educational institution which encourages us to 'Shape the World', it is appropriate that the School actively addresses the issue of equity, diversity and inclusion within our events programme.

While it is clear that there is often a lack of meaningful diversity in the top positions – this cannot be an excuse to under-represent or exclude women and other groups, including ethnic minorities, LGBTQ+ and those with disabilities, in public debates. As part of the School's commitment to advancing equity, diversity and inclusion, and in the context of our contributions to the public debate, we have a duty to proactively consider how our events can include a genuinely diverse range of voices in discussions.

Following the introduction of this policy, female representation in the School's public events has risen from 20% in the 2011/2012 academic year to 49% in the 2019/2020 academic year. With a view to further embedding awareness and hosting a more diverse events programme, LSE has:

- A goal of a minimum 40% of speakers from different gender identities at School events. This goal will apply to the School as a whole, and to individual academic units within it.
- A goal of a minimum of 25% of speakers from ethnic minority communities. This goal will apply to the School as a whole, and to individual academic units within it. This target is in line with LSE's commitment to increasing the proportion of ethnic minorities at Assistant Professor level to 25%.
- The continuation of a formal monitoring system managed by the LSE events office. This will monitor events which are part of the School's public events programme, and will disaggregate the information by academic unit. The monitoring system also asks for information on other protected characteristics, which will enable policy development on this basis in future. 3 EDI Public Events: Policy Statement
- A requirement that academic units discuss equity, diversity and inclusion with regard to event speakers at departmental meetings on a regular basis.
- A requirement to ensure that chairs for lectures which are part of the public lecture

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programme are briefed to take questions (and proactively encourage questions) from a balance of those in the audience, including women, ethnic minorities and other minority groups. We encourage academic units to do the same in their own events.

- A requirement for chairs to be briefed on the harassment and discrimination policy and how to navigate situations where either speakers or audience members state things that are against the policy (e.g. racial harassment etc.).
- A goal to ensure all podcasts are published online and are available to anyone for download no later than 1 week after the live event date, assuming there are no technical difficulties and speakers have provided full permissions.

To continue to encourage hosting department to consider all measures to ensure events are accessible to those with disabilities.

#### Review schedule

Review interval	Next review due by	Next review start
Biennial	September 2027	July 2027

#### Version history

Version	Date	Approved by	Notes
3.0	08/01/2026	Fiona Metcalfe, Co-Director, LSE Communications	

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#### Communications and Training

Will this document be publicised through Internal Communications?	TBC
Will training needs arise from this policy	TBC
If yes, please give details	



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