



**UK Society for
Behaviour Analysis**

UK-SBA Statement on Neurodiversity Equity, Equality and Inclusion

Why Neurodiversity, Equity, Equality and Inclusion Matters to Us

The decision to emphasize Neurodiversity, Equity, Equality and Inclusion reflects our Inclusive value, our ethics codes (3.7, 3.8) and recognition of the evolving landscape of professional practice and our responsibility to align with the highest standards of inclusivity and fairness. 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 neuro- inequalities and inequities within our field, and the need for neuro diversity and inclusivity across the UK-SBA's Registrants and Board of Directors and the wider community.

Our Commitment to Neurodiversity Equity, Equality, and Inclusion

Awareness of Neuro-Inequities, Neuro-Inequalities and the Appointment of a Neurodiversity Equality, Equity and Inclusion Task Force

We recognise that neuro- inequities and inequalities can manifest in various forms, often stemming from unconscious bias and systemic disparities in reasonable adaptations. The UK-SBA is committed to actively acknowledging and addressing these inequities and inequalities within our profession. To draw awareness to unconscious bias and systemic disparities in reasonable adaptation, we are taking concrete steps. One significant step is the appointment of a Neurodiversity Task Force by the UK-SBA Board of Directors, maintaining Equity, Equality, Inclusion and Diversity as a standing agenda item for all committees and we have started to engage with the wider community and external organisations to inform our understanding of Equity, Equality, Inclusion and Diversity from the lived experience perspective.

This dedicated Neurodiversity Task Force is tasked with evaluating current practices, policies, and procedures that promote Neurodiversity, Equity, Equality, and Inclusion 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 Neurodiversity, Equity, Equality and Inclusion. Through the collective efforts of this Task Force, we aim to create a more neuro-adaptive, inclusive, equitable and equal environment within our profession, and actively address issues of unconscious bias, ableism and systemic environmental rigidity.

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 and ableism but also to equip our members with practical strategies to proactively address neuro- inequity, neuro-inequality and promote neurodiversity 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 Equity, Equality, Diversity and Inclusion 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 Equity, Equality, Diversity and Inclusion 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 Equity, Equality, Diversity and Inclusion. 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 Equity, Equality Diversity and Inclusion progress to our Registrants. Together, we'll work collaboratively to create positive and lasting change in our profession.

Glossary of Terms:

Ableism: The discrimination of and social prejudice against people with disabilities based on the belief that typical abilities are superior. At its heart, ableism is rooted in the assumption that disabled people require 'fixing' and defines people by their disability.

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

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.

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

Neuro-adaptive: Adaptations that enable all neurotypes to thrive in their environments.

Neurodiversity: The unique ways people's brains work. While everyone's brain develops similarly, no two brains function alike.

Neuro-inequities: Inequities encountered by neurodivergent individuals.