



MRS INCLUSION PLEDGE A MANIFESTO FOR INDEPENDENT CONSULTANTS

We believe that a sector that provides insight and evidence about human behaviour and society should be representative of the world it serves. We are committed to creating an inclusive environment where the only barriers to progress are personal choice and professional competence.

To this end, we commit to:

1

Work with research partners who are committed to the principle of equal pay for equal work and whose terms and conditions are fair to all.

2

Work with partners with strong representation of women and marginalised communities at all levels. This includes those from minority ethnic groups, people with a disability, and those from working class backgrounds.

3

Support and where possible be involved in outreach programmes that aim to improve the representation and diversity of our sector.

4

Design and conduct our research projects to allow representation for all, ensuring:

- Active consideration of inclusive research designs and methodologies.
- Transparent communication of the sampling practice within our projects, especially when claims of national representation are to be made.

5

Support diversity and inclusion in our industry:

- Call out incidences of inappropriate behaviour and where necessary whistleblow those incidences to MRS.
- Stay up to date with practices and latest thinking on stress, mental health, wellbeing in the workplace.
- Be aware of the MRS Inclusion Pledge for agencies, and work towards being compliant as/ if the business grows.