

Annual Report on Equality and Diversity Work in the British Ecological Society: 2016

Background

The 2015-2019 British Ecological Society (BES) Strategic Plan includes a goal is to increase the diversity of those doing ecology. Initial scoping work was done by an Equality and Diversity Task and Finish Group which developed a set of recommendations during 2015 and these were accepted by BES Council in December that year.

This report details the work completed during 2016 and priorities for 2017.

Key outputs for 2016

The key outputs from the E&D work during the last year include:

1. Agreement by BES Council of an E&D Action Plan for 2016
2. Establishment of an Equality and Diversity Working Group, recruited from the BES membership through an open call, which meets twice a year and reports directly to BES Council. The remit of the EDWG is to develop and oversee the delivery of the Society's equality and diversity work. Equality and diversity is something that should be embedded into every operation of the BES and the EDWG is responsible for ensuring that happens. The Society's equality and diversity work covers both its operation as a learned society and membership organisation, and as an employer of staff. The EDWG covers both these areas.
3. Development of an E&D statement published on the BES website which includes the commitment to report annually.
4. Introduction of E&D monitoring forms for membership and grants, and the collection of E&D data on BES Committee makeup and Journal Associate Editors.
5. Review of BES prize criteria to ensure awarding criteria are clearly articulated.
6. Launch and awarding of the first BES Equality and Diversity Champion prize.
7. Development and delivery of regular E&D features in the *Bulletin*.
8. Introduction of E&D guidelines for Committees, Working Groups and Special Interest Groups.
9. Development of a code of conduct for BES conferences.
10. Inclusion of equality and diversity criteria in the selection of Annual Meeting thematic topic proposals.
11. Review of the recruitment processes for paid and unpaid positions to ensure they are fair, open and transparent.
12. Introduction of unconscious bias training for those doing paid and unpaid work for the BES.

Data gathered

Data on BES members, Committee members and Associate Editors is given in Appendix 1. Data on grant applicants will be available in 2017. The table below compares some of the BES member data with that published by Higher Education Statistics Agency (HESA) for students and academic staff.

HESA do not make publically available data on sexual orientation. The EDWG is still considering what data should form the baseline for comparison with the BES data but the HESA data is a starting point.

Equality and Diversity Characteristics	BES Member data	HESA Student Data*	HESA Academic Staff Data~
Female	46%	56%	45%
Male	54%	44%	55%
White	83%	77%	86%
Black	4%	7%	2%
Asian	6%	11%	9%
Other	7%	5%	3%
Known Disability	4%	14%	4%

Prefer not to say/unknown numbers taken out of the total

*HESA UK domiciled HE students, fulltime, all levels, 2014/15

~ HESA UK Academic staff (full and part-time), 2014/15

Priorities for 2017

Priorities for the EDWG in 2017 include:

- Continuing to gather E&D data on the BES and on the academic community,
- Analysis of data,
- Increased focus on the ethnic and socio-economic elements of diversity.

APPENDIX 1: E&D Data Collected 2016

BES Equality and Diversity Data, Collected October 2016						
Date of Birth	Members October 16	Percentages	Committee Members	Percentages	Associate Editors	Percentages
1930's	0	0%	0	0%	0	0%
1940's	35	2%	0	0%	1	1%
1950's	83	4%	4	12%	19	11%
1960's	186	8%	8	24%	32	19%
1970's	423	18%	12	35%	87	52%
1980's	912	39%	10	29%	28	17%
1990's	680	29%	0	0%	0	0%
Total	2319		34		167	
Gender	Totals	Percentages	Totals	Percentages	Totals	Percentages
Male	1982	54%	16	47%	90	53%
Female	1689	46%	18	53%	79	47%
Other	7	0%	0	0%	0	0%
Prefer not say	8	0%	0	0%	0	0%
Total	3686		34		169	
Sexual Orientation	Totals	Percentages	Totals	Percentages	Totals	Percentages
Heterosexual/Straight	1466	81%	31	91%	149	88%
Prefer not say	193	11%	0	0%	10	6%
Bisexual	78	4%	0	0%	6	4%
Gay Man	41	2%	2	6%	2	1%
Other	19	1%	0	0%	1	1%
Gay Woman/Lesbian	18	1%	1	3%	1	1%
Total	1815		34		169	
Ethnicity	Totals	Percentages	Totals	Percentages	Totals	Percentages
White	1509	81%	30	88%	144	87%
Asian	105	6%	0	0%	6	4%
Prefer not say	66	4%	0	0%	2	1%
Latino/Hispanic	67	4%	1	3%	6	4%
Black/African/Caribbean	69	4%	0	0%	0	0%
Mixed/Multiple Ethnic Group	47	3%	3	9%	5	3%
Other Ethnic Group	10	1%	0	0%	2	1%
Total	1873		34		165	
Disabled	Totals	Percentages	Totals	Percentages	Totals	Percentages
No	1730	93%	31	91%	163	96%
Yes	76	4%	2	6%	3	2%
Prefer not say	61	3%	1	3%	3	2%
Total	1867		34		169	

Country	Membership October 16	Committee Members	Associate Editors
Afghanistan	1	0	0
Argentina	14	0	2
Australia	25	0	8
Austria	3	0	0
Azerbaijan	2	0	0
Bangladesh	6	0	0
Belgium	5	0	1
Belize	1	0	0
Benin	2	0	0
Bolivia	2	0	0
Brazil	36	0	3
Cameroon	4	0	0
Canada	34	0	13
Chile	6	0	1
China	12	0	4
Colombia	4	0	1
Congo	1	0	0
Croatia	3	0	0
Cuba	2	0	0
Cyprus	2	0	0
Czech Republic	14	0	0
Denmark	8	0	0
Ecuador	2	0	0
Egypt	1	0	0
Eritrea	1	0	0
Estonia	2	0	1
Ethiopia	2	0	0
Finland	5	0	2
France	40	3	6
Germany	38	1	5
Ghana	4	1	0
Greece	8	0	1
Guatemala	1	0	0
Guyana	2	0	0
Hong Kong	1	0	0
Hungary	3	0	0
Iceland	2	0	0
India	36	0	0
Indonesia	2	0	0
Iran	3	0	0
Iraq	5	0	0
Ireland	44	1	0
Isle of Man	1	0	0
Israel	4	0	1
Italy	29	0	2
Japan	12	0	0
Jersey	1	0	0
Jordan	1	0	0
Kenya	8	0	0
South Korea	2	0	1

Kuwait	1	0	0
Latvia	2	0	0
Lithuania	1	0	0
Luxembourg	3	0	0
Madagascar	1	0	0
Malawi	1	0	0
Malaysia	7	0	0
Mexico	14	0	1
Nepal	6	0	0
Netherlands	30	1	8
New Zealand	7	0	5
Nigeria	30	0	0
Norway	8	0	1
Pakistan	3	0	0
Papua New Guinea	1	0	0
Peru	3	0	1
Poland	7	0	1
Portugal	7	0	1
Puerto Rico	2	0	0
Reunion	1	0	0
Romania	4	0	0
Russia	1	0	0
Rwanda	1	0	0
Saudi Arabia	2	0	0
Serbia	1	0	0
Singapore	3	0	1
Slovakia	1	0	0
South Africa	18	0	0
Spain	52	1	7
Sri Lanka	1	0	0
Sweden	10	0	2
Switzerland	10	0	2
Syria	1	0	0
Taiwan	4	0	0
Tanzania	2	0	0
Thailand	1	0	0
Turkey	2	0	0
Turks and Caicos Islands	1	0	0
Uganda	1	0	0
Ukraine	1	0	0
United Arab Emirates	1	0	0
United Kingdom	1176	25	40
United States of America	71	1	45
Venezuela	2	0	0
Vietnam	2	0	0
Zambia	1	0	0
Zimbabwe	3	0	1
	1955	34	168
	Total - 97 Countries	Total - 8 Countries	Total - 30 Countries