

## **Annual Report on Equality and Diversity Work in the British Ecological Society: 2018**

### **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 2018 and priorities for 2019.

### **Key outputs for 2018**

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

1. Audit of the EDWG to review expertise across EDWG and recruitment of new EDWG member to support and advise on supporting researchers of black, asian and other minority communities;
2. Review of grants, development of measures to reduce bias and sectorial analysis of grants and membership data to inform future planning and evaluation;
3. Review of prize process across journals and development of consistent processes
4. Summer School for A level students from BAME, low income and first in family students and their teachers;
5. Greater inclusivity at the BES annual meeting including
  - a. supporting BES members to host pre welcome mixer socials, buddy systems and offer further guidance on accessibility
  - b. codes of conduct for all participants
  - c. speaker and presenter guidance for all contributors
  - d. pronoun and accessibility badges, gender neutral facilities
  - e. childcare provision
6. Guide to Fieldwork initiated and due to complete in early 2019
7. Expansion of peer mentoring scheme for researchers identifying as
  - a. Returners to academia
  - b. Managing physical and mental health conditions
  - c. LGBTQ+
8. Continued data collection on BES membership (see Appendix 2);

### **Priorities for 2019**

Priority areas for the EDWG in 2018 include:

#### **Education and Engagement:**

- Further develop public engagement work to broaden audience's engagement to more disadvantaged, less well served communities.
- Pilot schools outreach programme for lower secondary students from less well served communities
- Learn from 2018 summer school and host 2019 Summer School for 16-18 year old across biological/ecological qualifications

- Undertake qualitative analysis of barriers to progression in ecology

#### **Raising profile of equality and diversity within the sector**

- Develop a clear communications plan that showcases the equality and diversity working group, it's activities and the opportunities for member engagement.
- Actively promote and support groups such as the Accessibility Network, LGBT+ networks to the wider memberships providing opportunities for new groups as they arise

#### **Safeguarding and Duty of Care processes**

- Set up a task and finish group to advise and develop robust, transparent frameworks that deliver our duty of care across to staff, members, and beneficiaries.

#### **Fieldwork**

- Publish best practice in field guide alongside code of conducts, with additional specialist advice provided on key issues in science.

#### **Strategic planning**

- Ensure E and D is embedded and articulated across the Society's strategic review and 2020-2024 strategy development

## **Appendix 2: The equality and diversity of BES members**

*NOTE: The systems for new members (likely to be younger members) to sign up to membership do not allow us to collect this data other than gender. A fuller analysis and data collection will need to take place in 2019.*

	<b>May-16</b>		<b>May-17</b>		<b>Dec -18</b>	
<b>Date of Birth</b>	<b>Totals</b>		<b>Totals</b>		<b>Totals</b>	
1930's	5	<1%	4	<1%	6	<1%
1940's	33	2%	39	1%	69	3%
1950's	75	4%	114	4%	135	5%
1960's	173	9%	242	7%	222	8%
1970's	365	19%	536	17%	459	17%
1980's	717	38%	1220	38%	993	36%
1990's	507	27%	1077	33%	837	31%
<b>Total</b>	<b>1875</b>		<b>3232</b>		<b>2721</b>	
<b>Gender</b>	<b>Totals</b>		<b>Totals</b>		<b>Totals</b>	
Male	1844	54%	2506	53%	2476	51%
Female	1549	46%	2248	47%	2356	49%
Other	6	<1%	6	<1%	8	<1%
Prefer not say	4	<1%	12	<1%	8	<1%
<b>Total</b>	<b>3403</b>		<b>4772</b>		<b>4848</b>	
<b>Sexual Orientation</b>	<b>Totals</b>		<b>Totals</b>		<b>Totals</b>	
Heterosexual/Straight	1099	80%	2126	81%	1804	80%
Prefer not say	159	12%	267	10%	240	12%
Bisexual	44	3%	127	5%	110	5%
Gay Man	33	2%	61	2%	46	2%
Other	18	1%	29	1%	22	1%
Gay Woman/Lesbian	14	1%	26	1%	30	1%
<b>Total</b>	<b>1367</b>		<b>2636</b>		<b>2012</b>	
<b>Ethnicity</b>	<b>Totals</b>		<b>Totals</b>		<b>Totals</b>	
White	1143	81%	1980	73%	1738	78%
Asian	77	5%	211	8%	196	9%
Prefer not say	54	4%	119	4%	108	4%
Latino/Hispanic	50	4%	143	5%	76	3%
Black/African/Caribbean	49	3%	153	6%	116	5%

	May-16		May-17		Dec -18	
Mixed/Multiple Ethnic Group	37	3%	100	4%	73	3%
Other Ethnic Group	8	1%	21	1%	19	1%
<b>Total</b>	<b>1418</b>		<b>2727</b>		<b>2218</b>	
<b>Disabled</b>	<b>Totals</b>		<b>Totals</b>		<b>Totals</b>	
No	1308	93%	2535	93%	2156	93%
Yes	54	4%	98	4%	83	4%
Prefer not say	47	3%	85	3%	73	3%
<b>Total</b>	<b>1409</b>		<b>2718</b>		<b>2312</b>	