Annual Diversity Report 2019/20

Academy of Medical Sciences

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Prepared for: Academy of Medical Sciences

Contents

Foreword

This is our sixth annual diversity report. While the Academy has made efforts to achieve greater diversity and inclusion across all its activities, this report tells us there is much more to do. It shows that the Academy's work towards equality is an ongoing journey. Things do not improve overnight, or even from year to year, without deliberate and thoughtful actions. This report crystallises our desire to shift from 'chipping away' to bolder action for real, sustained change.

Our upcoming work to develop a new strategy for the Academy provides an opportunity to cement this ambition into our planning, objectives and resource allocation.

It is clear that we need to look long and hard at what we consider 'excellent' and be clearer about how we define it. We must appreciate more fully that some people are offered fewer opportunities and experience more barriers to common markers of esteem in science. We must find ways to recognise and support great medical and health research, wherever and however it is done.

Bold ambitions need dedicated time and resource. Many of our processes have been set up for a while. The Academy Council has concluded that the next step is to develop action plans to implement the report's recommendations on processes and procedures alongside keeping our day-to-day functions moving. We are clear that this is not about positive discrimination but about taking an equitable approach and trying to ensure we are truly fair.

We know this will require a sustained programme of learning and unlearning for our Fellows, staff, researchers and collaborators. We look forward to improving our training, learning from others across the sector, and supporting each other on our journey.

This report is, at times, uncomfortable reading. Reaching for equality at the Academy is an uncomfortable task. But if we are sitting comfortably, we are not doing enough. This report marks the start of that process.

Professor Dame Jessica Corner FMedSci and Professor David Lomas FMedSci

Dame Jessica and Professor Lomas were Academy Diversity Champions in December 2020 when the report was discussed by the Academy's Council. The Council thank Inclusive Recruiting Ltd. and Select Statistics Ltd. for their expert help in producing this report.

Executive summary

This is the sixth annual Academy of Medical Sciences diversity report and the fourth to be published externally. Previously data has been collated, analysed and reported on by Academy staff. This year the data has been analysed and the report written by external consultants from Select Statistics and Inclusive Recruiting.

The report is based on data collected from 1st September 2019 to 31st August 2020 across seven key work areas within the Academy. Some additional data for grants awarded over recent years is also included. For each work area we report data on gender, ethnicity, disability, gender identity and sexual orientation. Following their synthesis and statistical analysis of this diversity data the authors provide key points to evidence who the Academy has included in our work this year and an equality, diversity and inclusion (EDI) narrative where they give their reflections and begin to unpick some of the assumptions, understandings, systems and processes behind the data. Each section concludes with a series of recommendations from the report authors to help the Academy develop an action plan to advance its diversity and inclusion work.

Based on their findings the authors make 8 key recommendations to be taken forward to progress the EDI journey and impact for the Academy.

1. The Academy should build an overarching EDI strategy with recommendations of the areas of priority built into long-term and short-term plans.
2. The Academy needs to lead by example. An investment should be made for either an existing internal team member (as part of an existing role) or a new role to be created to own and steer the EDI change.
3. A targeted approach to increase awareness and understanding of EDI and encourage learning and unlearning must take place across all Fellows, committees, and internal staff team members.
4. Change must start within the Fellowship: this key area is the pipeline and delivers most expertise and decisions across many areas of the Academy. Getting inclusion right with the support of the Fellows will fundamentally and significantly change the entire EDI landscape for the Academy.
5. There is a significant disparity within the Academy for representation from Black, Asian and minority ethnic groups (BAME) across all areas including governance, any event attendance, grants and internal staffing. Every area is underrepresented and requires urgent action to investigate and action change.
6. An overarching review of assessments should be taken. There are many opportunities for grants, competition, employment and Fellowship achievement but there is no system or process to ensure inclusion happens during the scoring and assessing of people.
7. There are positive outcomes shown for women with a general increase of female representation in the Fellowship, grant awardees, staffing and career development programmes. However, a continued drive towards gender diversification must be taken to ensure the Academy continues to increase representation.
8. Ahead of any other diversity data reporting there needs to be active improvement in the gathering of further EDI data and a more inclusive approach must be adopted to capture this important EDI data to support evidence of change.

Introduction

1.1 Data collected and reported

The diversity data in this report has been collected internally by the Academy and covers the period from 1st September 2019 to 31st August 2020. It provides information on seven key work areas within the Academy:

1. Governance
2. Fellowship
3. Grant Schemes
4. Career Development Programmes
5. Policy
6. Corporate Affairs and Communications
7. Human Resources

The data contains breakdowns of the number and percentage of people in each key activity area broken down by the following protected characteristics:

1. Gender
2. Ethnicity
3. Disability
4. Gender Identity
5. Sexual Orientation

Additional grants data

Detailed grant data are available for the past five years. Whilst there are not sufficient data to formally test for trends or patterns over time, time series plots are provided that allow an exploratory first look. More details are provided in the Grants section below (page 20).

Gender

For gender data only, whilst the majority are self-reported, there are occasions when gender has been inferred from names or appearance. We recognise that all data should be self-reported and the report includes recommendations to improve data collection.

Ethnicity

BAME is used as a reference throughout data and the diversity and inclusivity (D&I) narrative and is referring to individuals who identify as Black, Asian and /or Minority Ethnic. Whilst detailed breakdowns of ethnicity are collected (16 categories not including PNS), headline results are reported using the categories AWB (any white background) and BAME (Black, Asian or from a minority ethnic group). The latter is made up of 15 categories and combining them in this way may limit our understanding of how diverse the Academy and its work is across different ethnicities. Where possible, further breakdowns are therefore provided to better understand the make-up of the BAME category. We strongly believe and advise that differing identities of race should be treated separately as these identity groups have a different and separate experience of discrimination and marginalisation. The report includes recommendations to improve this.

Intersectionality

The data lacks the ability to identify the intersectional layers of an individual. It is important to establish these multiple identities that a person may hold to ensure they are included. Part of the recommendations refer to this deeper need for awareness and reporting on intersectional difference.

Data collection and quality
In line with previous reports, data collection is referred to as very good, good, and poor according to the following criteria:

- >90% data collection = very good
- >75% data collection = good
- <50% data collection = poor

This report and analysis covers the entire inclusion remit: it purposely reports on data where there is no information gathered to highlight the importance of gathering more details on this data for consideration next year. All categories include a column that details the number of people for which information was not collected (i.e. missing data). For each breakdown, a person is also given the option of selecting 'Prefer Not to Say' (PNS) and for gender the option of 'Prefer to self-define' (PSD)

Data are collected by the Academy in several ways depending on the key activity. For example, data collection at policy or careers events may occur during the registration process or could be via paper forms on the day. Data relating to grants and Fellowship are collected on application and staff data are collected via an annual staff survey. Consequently, the amount of data collected varies according to the method and across key activities.

Red flagging system
In the appendices, this report operates a red flagging system where data rows are flagged for further consideration if:

1. >50% of data are not collected in any category
2. Gender: <35% female or male
3. Ethnicity is 100% AWB or <2% BAME.

These are not considered specific targets or quotas.

1.2 Data analysis and methods

The following is provided for each key activity:

1. Tables of percentage breakdown by gender, ethnicity, and disability (in addition to the total number of people in each category). Where available, the same tables detailing gender identity and sexual orientation are also included. Full data tables are provided in the Appendices.
2. Horizontal bar charts for gender, ethnicity, and disability. For each, the left-hand bar chart gives the percentage breakdown (with the total number of people in each category written beside each bar) and the right-hand bar chart is the breakdown of the actual numbers.
3. Where there are sufficient data, horizontal bar charts of BAME breakdown. These charts represent the breakdown in each BAME category i.e. excluding the categories Any White Background (AWB) and prefer not to say (PNS). This allows statements such as: over 30% of BAME Fellows are Asian Indian.
4. Tables of success rates for Fellowship, grants and recruitment.

In the percentage breakdown tables, pooled values (e.g., across all policy work) are calculated from the underlying base data and account appropriately for the number of people in each pooled category. Percentages are rounded to whole numbers, which is why percentages may not always sum to 100%.

Where appropriate, statistical hypotheses tests are applied to test, for example, if there is evidence of a statistically significant difference in success rates between two breakdowns (e.g., male and female). A Binomial Test of equal proportions is applied; evidence of a difference is found if the p-value is less than 0.05.

1.3 Data narrative

The seven activity areas include text on the following.

Key points **-**These points are included for the different characteristics that data is collected for. They reflect key messages the report authors concluded from their analysis of the data. They highlight positive and negative findings and make comparisons across the data collected for each activity area.

EDI narrative - In this narrative, the authors give their reflections on the key points and begin to unpick some of the assumptions, understandings, systems and processes behind the data. It provides a stimulus for the Academy to begin asking questions to help understand how to progress in its inclusion journey. The narrative is intended to enable the Academy to implement sustainable changes in priority areas.

It is recommended that a change of approach is taken when reading and considering this report. If we review this report on the basis of critical thinking and evidence-based analysis, there is a potential that this methodology becomes a barrier to EDI. If individuals are experiencing inequitable or discriminatory practices, the need for evidence of the practice from those who are not experiencing it, adds to the marginalisation of those individuals. Keep in mind that some of the findings and recommendations manifest bias through systems, policy, structures and governance created by the normative or majority group. If you have always benefited from the systems created for the normative group, it is likely that no amount of critical thinking or evidence will enable you to identify how that system causes bias without rejection. If you can identify bias, the likelihood is that the approach of evidenced-based demands will have been triggering to those marginalised individuals who will need to prove it is happening and be questioned on the validity of their experience. Whilst critical thinking and evidence-based research is an essential methodology, it is based on universal intellectual values and the experience of discrimination is not universally felt and applies only to the minority.

Recommendations – each section concludes with a series of recommendations from the report authors to help the Academy develop an action plan to advance its diversity and inclusion work. The authors note that as external reviewers they do not have knowledge of the full breadth of Academy's work, meaning that some questions raised and the recommendations proposed will need further internal discussion to understand the best steps to address them. The questions should be used as a starting point for developing understanding, analysis and action.

1.4 Benchmarking

Benchmarking where relevant is provided to compare the Academy's figures with those from other organisations.

Benchmarking this year is only focused on the areas of Governance, Fellowship, Grants and Human Resources. These are the key areas where better practice can be observed and benchmarked, the

other areas have limited information that does little to progress the inclusion journey of the Academy.

Some of the benchmark reporting is limited as many comparable organisations are yet to release diversity data and are still showing 2018/19 reports. Also, as there are no significant changes or movements in the Academy's diversity outcomes, several factors in the very thorough and detailed benchmarking reporting of 2019 still stand. Mindful of the lack of movement, a different approach has been taken to benchmarking for this report. Rather than comparing % measures against other similar organisations, there is more focus and commentary on measuring practices in other organisations that the Academy can take initiative or example from to implement into further reporting. The authors chose this approach as there is an obvious lack of diversity representation across the STEM world so reporting that the Academy is a higher % than a comparable organisation could lead to a lack of urgency or drive towards inclusion. It is also proven that reporting in this way leads to some complacency: if we have evidence that identifies we are performing better than others at best there is less active inclusion applied, and in some cases no further action on the EDI approach in the particular focus area. If we are reporting figures that are better than other comparable organisations, we may well associate that as doing well, when in fact the base that we are reporting is still incredibly low.

2 Governance

2.1 Gender

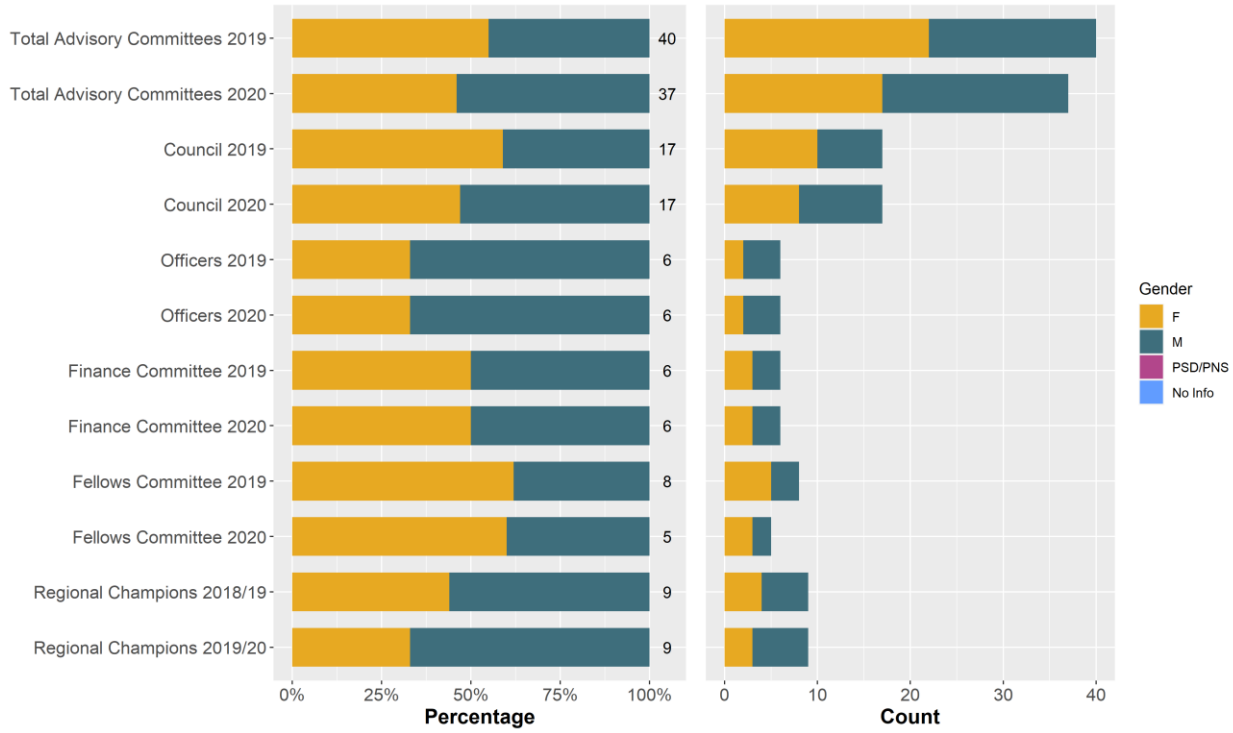

Figure 1: Horizontal bar charts of the breakdown of Governance by gender.

Key points

- Data collection on gender for governance is very good.
- The gender split across committees is good and where there is a lower percentage of females, the committee numbers are small (for example, the Officers Committee which is made up of 6 members).
- There are 6 male Regional Champions compared to 3 females.
- The percentage of female members in governance committees has reduced in 2020 compared to 2019 except for the Officers and Finance committees.
- The Total Advisory Committees has seen a downward shift in percentage of female members with a reduction of 9% between 2020 and 2019 with less people overall (in absolute numbers this equates to 22 females and 18 males in 2019 compared to 17 females and 20 males in 2020).

2.2 Ethnicity

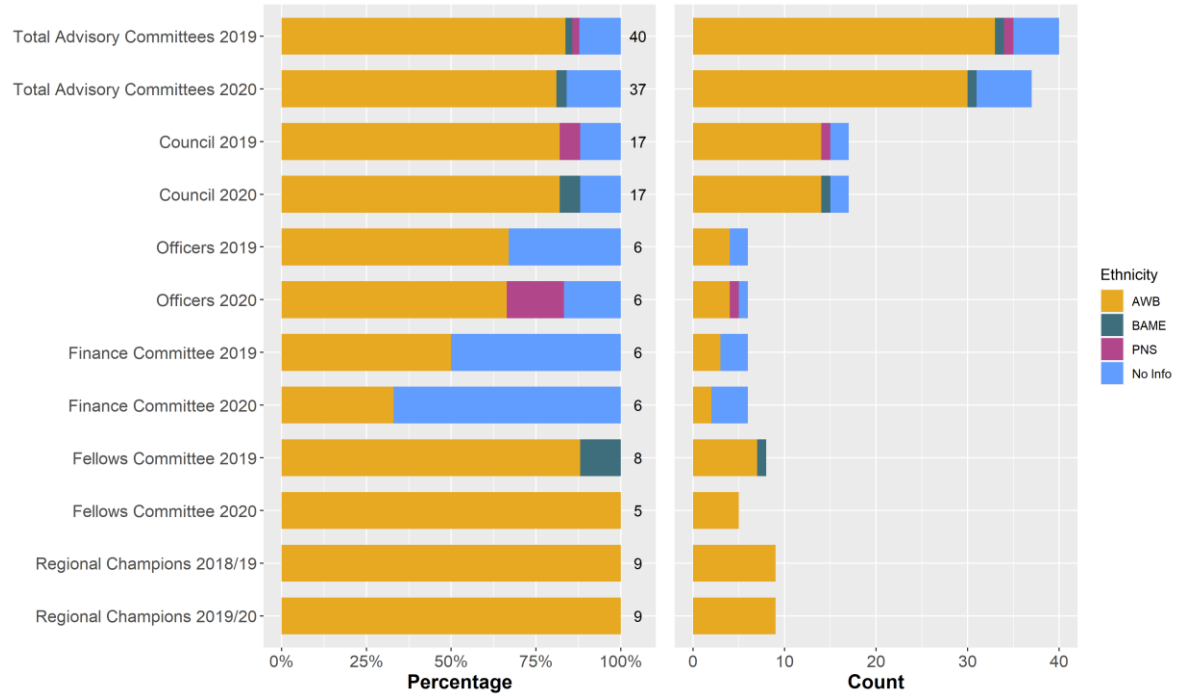

Figure 2: Horizontal bar charts of the breakdown of Governance by ethnicity.

Key points

- Data collection on ethnicity for governance is good except for the Finance Committee for which there is 67% of data missing this year.
- Out of 37 seats on the Academy's core governance bodies in 2020, only one was filled by a BAME Fellow.
- Comparing Table 5 with the 2019 Diversity Report, there has been no progression in BAME representation in any of the Academy's core governance bodies.
- No ethnicity data is available for 16% of the Total Advisory Committees in 2020.

2.3 Disability

Key points

- Data collection on disability is poor for governance therefore detailed breakdowns have not been provided in Table 5.
- There has been a large drop in disability reporting across all advisory committees from 45% in 2019 to 78% in 2020 reporting no information on disability. This is a statistically significant difference. The difference here is because last year disability was collected for both the Fellow committee and the Regional Champions, but this year data on these committees are missing.

2.4 ED&I narrative

Gender

The total gender split overall is good however the probing question of why the female % has moved down across the last year must be identified and year on year comparisons should continue to be made to ensure this is not a long-term trend. This will allow the Academy to identify barriers and

actively support female Fellows into advisory committee roles throughout 2021. There is no data available for any gender identity except Female or Male, it may be simply that there are no further genders to report, but broader data on gender identity should be collected (or reported on if this has been collected). Reporting gender as only female or male risks "othering" where individuals who wish to identify differently are not included as a normative group in society. The best approach would be to list all genders and add PNS. Although this may just lead to larger reports of no data returned, it shows an inclusive approach and may encourage those who do identify with a different gender to self-identify with who they are.

Ethnicity
There has been a shift in individuals reporting ethnicity between 2019 and 2020 with some of those reporting PNS in 2019 moving either to reporting their ethnicity or entering no information. There must be a consideration of why individuals do not want to report ethnicity data across governance and who is not reporting, is it AWB or BAME? Establishing who, helps us to interpret the why. Perhaps the BAME Fellows on governance committees do not want to attribute that success to being BAME and therefore will not report it? On the other hand, some individuals from AWB will show fragility around the ethnicity discussion especially since it reached a peak in 2020 so they may not want to enter any information which may further highlight disparities in this area, especially when all who have achieved Fellow status are fiercely proud of that achievement and have gone through stringent selections to achieve that status. As the governance committees are elected from the Fellows, to impact on change the focus must be on the intake of Fellows.

Achieving Fellowship at The Academy can take many years and requires rounds of peer reviews and nominations from an existing Fellow. Achieving a governance position is another step that requires existing Fellows to put themselves through another nomination and review process. Unfortunately, the Governance area will not see much change in diversity until there is an increase in different identities in the Fellowship elected.

Disability
Disability covers many factors: hidden, seen, developmental and neurodevelopmental. The current data captured for disability does not identify these different areas of disability. Reporting on disability more thoroughly will identify how the Academy can be more inclusive. It will also identify which disability areas require support to ensure individuals feel like they belong and aid a more inclusive environment for all.

2.5 Benchmarking

Exploring the approach to Governance committees at other organisations can help benchmark the Academy's performance in this area. The National Institute for Health and Care Excellence (NICE) has impressive diversity composition in its committees and appointments, though there is still a way to go. Success here could be down to the process which requires less existing member involvement than that required for the Academy.

2.6 Recommendations

- More detailed data reporting from the Governance committees should be encouraged with an Academy driven communications programme explaining why and the importance of this change. This should go alongside a drive for collection of missing data and better data handling systems. Success is 100% reporting of diversity data from the committee teams.

- Accept that change will be difficult at governance level and the focus for change should be within Fellowship.
- There is overlap between Officers and Council members who sit on multiple advisory committees. While this is inevitable in many governance structures, overlapping membership of committees from a narrow pool of people will impact on the organisation's diversity of thought. Explore where additional voices can be drawn into committees to address this.
- Active screening in (where diverse candidates are specifically identified and approached directly) and signposting should take place to encourage Black, Asian and/or ethnic minority Fellows to join the governance committees. In particular the Regional Champions, Officers (through the search committees) and the Finance Committee, all of which have had no BAME representation for three years in a row. Officers and Regional Champions also have the lowest representation of women in governance committees so diversity of thought in these committees will be extremely limited.
- Research organisations who adopt a different application approach to governance applications to learn from more current examples and best practice.

3 Fellowship

	Gender				Ethnicity				Total
	F	M	PSD /PNS	No Info	AWB	BAME	PNS	No Info	
2020 Shortlist Success Rate	30%	27%	0%	0%	27%	40%	50%	20%	28%
2020 Fellow Success Rate	51%	39%	0%	0%	46%	32%	0%	33%	43%

Table 1: Success rates of the 2020 Fellowship round broken down by gender and ethnicity. The shortlist success rate is the proportion of candidates that are shortlisted, and the Fellow success rate is the proportion of shortlisted candidates that are elected Fellows.

3.1 Gender

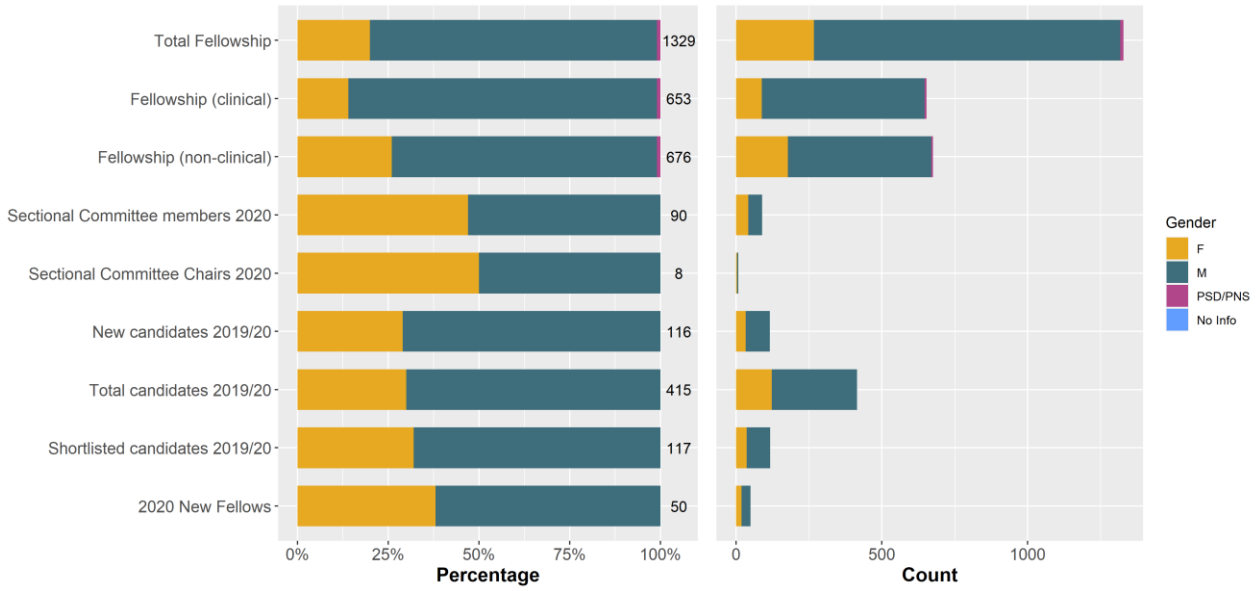

Figure 3: Horizontal bar charts of the breakdown of the Fellowship by gender.

Key points

- Data collection for gender is very good with no missing information. The Fellowship is male dominated with 20% of Fellows being female and 79% male.
- There is an approximately equal gender split in the Sectional Committees (both members and chairs), but the Fellowship candidates (both new, total, and shortlisted) have a 70/30% male/female split.
- The gender split is improving over time with 17% of Fellows elected between 1999 and 2003 being female compared to 38% in 2020. However, if the pool of candidates remains 30% female and the percentage of candidates elected that are female remains below 50% then it is going to be difficult to address the historical discrepancy in gender.
- Looking at Fellow success rates (Table 1), a higher proportion of female candidates were shortlisted compared to male candidates (30% vs. 27%) and a higher proportion of female shortlisted candidates were elected compared to male shortlisted candidates (51% to 39%).

Although the success rates are higher for females (both in terms of being shortlisted and elected), these differences are not statistically significant.

3.2 Ethnicity

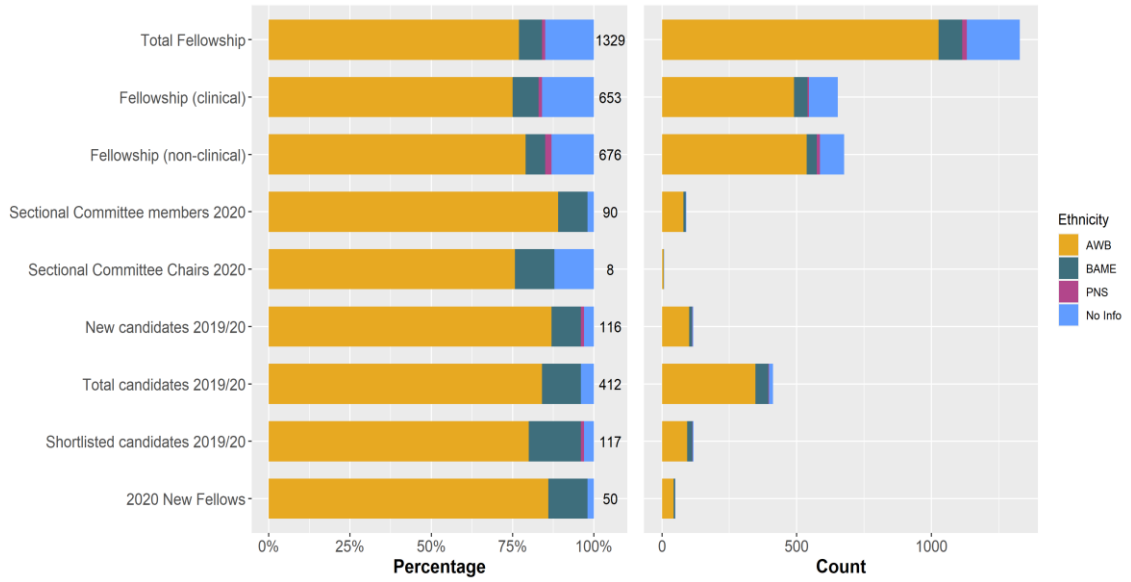

Figure 4: Horizontal bar charts of the breakdown of the Fellowship by ethnicity.

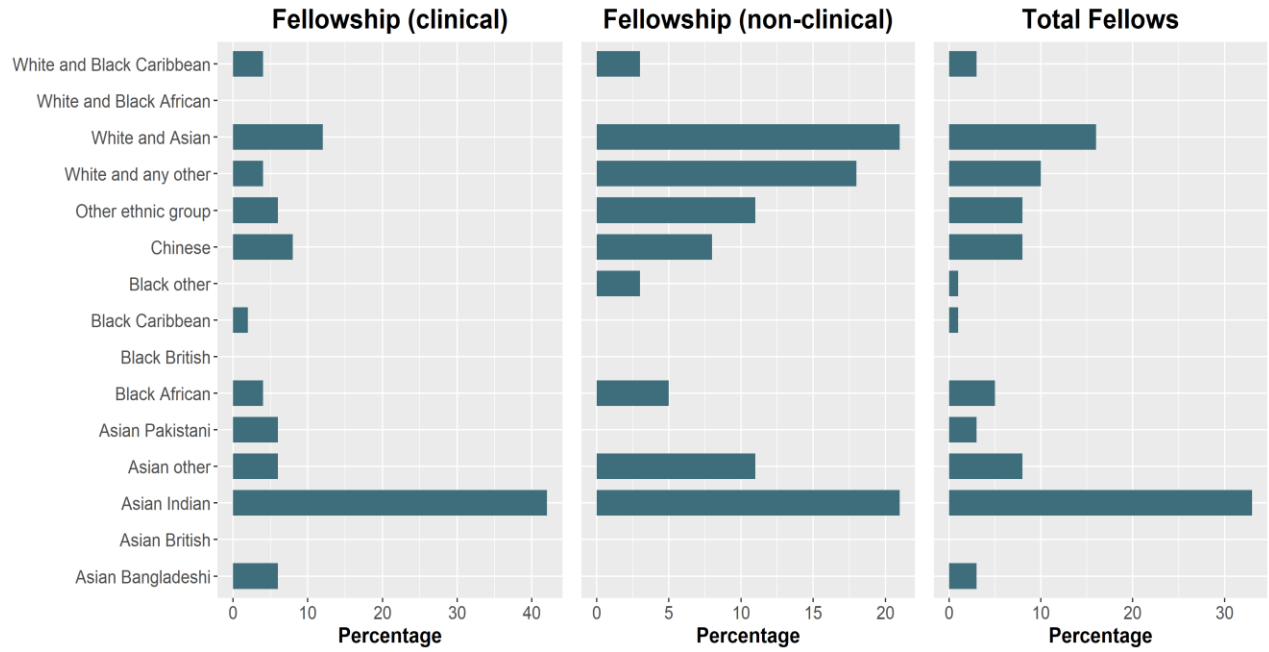

Figure 5: Horizontal bar charts of the percentage breakdown of each category within BAME for Clinical, Non-Clinical and Total Fellows.

Key points

- Data collection is good for ethnicity across the Fellowship with information known for 85% of the Fellowship.
- Out of 1,329 Fellows, there are 88 (7%) BAME Fellows of which 50 are clinical and 38 are non-clinical.

- Looking at the BAME breakdown (Figure 5), over 50% of all BAME Fellows are Asian or White and Asian.
- There are 6 out of a total of 1,329 Fellows that are Black of which 2 were elected in 2020.
- Table 1 highlights that a higher percentage of BAME candidates were shortlisted compared to AWB candidates (40% to 27%), but a lower percentage of BAME shortlisted candidates were elected compared to AWB shortlisted candidates (32% to 46%). There is no evidence that these differences are significant, but due to the low numbers of BAME Fellows a hypothesis test like this is likely to be under-powered.
- Between 2014 and 2018, 8% of all Fellows elected were BAME compared to 12% in 2020 suggesting a small increase in BAME representation over recent years.

3.3 Disability

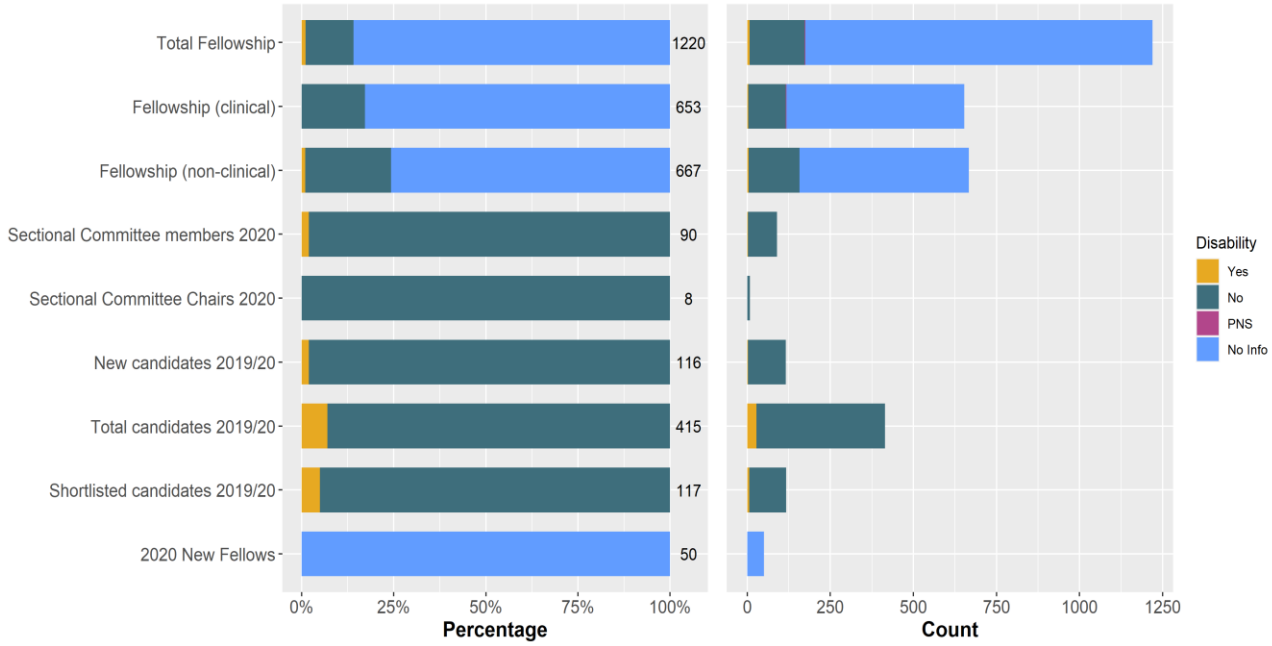

Figure 6: Horizontal bar charts of the breakdown of the Fellowship by disability.

Key points

- Disability data is poor across the Fellowship, but very good across the Sectional Committees (both members and Chairs) and 2019/20 Fellowship Candidates.
- 2% of the Sectional Committee members reported a disability and 98% reported no disability.
- 28 out of 415 (7%) of total Fellowship candidates for 2019/20 reported a disability of which 6 were shortlisted. However, of the 50 Fellows that were elected in 2020, there is no information on whether they had a disability.
- For a complete picture, disability information of the elected Fellows is required (this data is available as it is collected for all candidates, but not pulled through to those elected).

3.4 ED&I narrative

Gender

The non-clinical Fellowship has the highest proportion of female members (in total there are 265 women in the Fellowship of which 175 are non-clinical). Further research is needed to understand if this is reflective of the sector representation of women to men in clinical fields at senior levels as it

would indicate targets to consider when encouraging candidate nominations. A similar review to the one proposed was completed by an Academy taskforce on the *Representation of women within the Academy's Fellowship* in 2012. The following year saw the highest leap in the level of females elected to the Fellowship compared to the year before: lessons should be learned about that year to establish what may have been done differently to see such an increase.

An exercise should also be conducted on the number of attempts it takes for women Fellows to be elected versus male Fellows. This will help establish if there is a bias in the decision making process against women Fellows.

There is a very good video available on YouTube entitled "How are Fellows of the Academy of Medical Sciences elected", but all icons and images used in the video to show how the election process works are masculine images (albeit they are pink) - no other gender is depicted.

Ethnicity

When reviewing shortlisting, the BAME category is the only identity area where the elected success rate is lower than the shortlisted success rate. This measure indicates the likelihood of bias taking place in the scoring and discussion process. Although some unconscious bias resources are provided to committee members, more learning and unlearning should be put in place to coach on favourable and unfavourable biases. Support could be given to inclusively screen for EDI at Sectional Committee stage. Evidence shows that if an external or internal diverse individual or EDI champion is placed within interview or assessment panels to highlight inequity when decisions are made on diverse applicants, the success of these applicants/candidates increases. An example of this evidence was shown in recent findings for a small national charity, in the internal recruitment process, 20% of the last 10 hires were made to candidates who were from diverse backgrounds. In the review of the recruitment process, it was identified that the two recruitment panels that had a diverse member as part of the decision making were the panels that placed the diverse candidates. Further evidence of previous years across a wider remit also showed this pattern continued in grant making panels. Diverse representation on panels is a critical step to making more equitable decisions in any area of work where individuals will be assessed.

Disability

Although there is very good data reported across Sectional Committees there is no indication of what disability is being measured, for instance physical, neurodevelopmental, vision or hearing related, or matters around mental health. A consideration of being more specific in this measurement of disability may render more disclosure of potential disabilities of Fellows.

Sexual orientation and gender identity

There is no information on sexual orientation for any of the categories. Information on gender identity is available across the Sectional Committee and 2019/20 Fellowship candidates of which all candidates had the same gender as birth (Table 7).

Intersectionality

There is a lack of diversity and diverse lived experiences within the Sectional Committee members. These members are responsible for the decision making on new Fellows and will have a limited diverse or intersectional view of the experiences of Fellows who may come from marginalised groups.

3.5 Benchmarking

As highlighted in the Introduction, diversity reports from other National Academies have not been updated since previous Academy of Medical Sciences diversity reports so updated benchmarking on the Fellowship cannot be completed.

The Royal Society diversity report for 2019 includes age demographic data from Fellows. The Academy collects and reports on this elsewhere so should include this information in future diversity reports. We are currently in a world with 5 different generations in working society where each demographic has a different approach to learning. Understanding who the existing demographics are within the Fellowship may help the Academy to better identify and serve the learning styles and responses when embarking on the inclusion discussion and journey.

Also of note this year is The Royal Academy of Engineering's implementation of a Proactive Nominations Panel to ensure that their Fellowship reflects society in gender, industry versus academy, a younger age demographic and more BAME candidates in addition to other criteria. This active inclusion example is a good approach to drive more diversity into the Academy.

3.6 Recommendations

Nominations

- Explore and review the nomination process to understand how to better support existing Fellows to nominate more inclusively, for them and the nominee. The lengthy process for nominations and a high workload expectation for the nominating Fellow will impact on receiving more diverse recommendations and needs to be reviewed.
- Hold sessions for potential principal nominators to guide them through the process and assess how this process can be less taxing for them.

Criteria

- The Fellowship criteria are very comprehensive, and a more user-friendly version could be useful in supporting peer reviewers and Sectional Committees members to elect a more diverse Fellow group.
- Review the criteria and scoring set out for Fellows and be clear on what "good" looks like and ensure that an "outstanding contribution" can be measured equally by different people.
- The criteria for Fellows were set a long time ago, although likely well fit for purpose at the time, the changing world around us means a review of this criteria for the future state (world/sciences/medical interventions/changing demographic) is necessary. This review should include how the criteria are measured and defined and address how they are applied fairly in practice by all individuals who will be assessing and judging.

Assessment

- Add a scoring matrix as part of the process to ensure equality and equity in scoring. Consider adding an EDI weighting within the scoring process for Fellows.
- Undertake a similar review to the 2012 taskforce on the *Representation of women within the Academy's Fellowship* to collate latest data on the gender difference in senior biomedical and health researchers and whether this is reflected in the candidate pool. Expand this data collection to include ethnicity data.

- Measure the attempts/rejections of male/female and AWB/BAME to establish if bias takes place in the peer review stage.
- In the final year of nomination (year 5 or year 3 on subsequent rounds) candidates who have a score of 2.5 or more automatically go to peer review. Explore the possibility of applying this rule for all diverse candidates with a particular focus on diversity of ethnicity and underrepresented gender candidates in their final year. This will enable a positive equitable approach giving consideration to all diverse candidates when trying to increase representation and diversity across the fellowship,
- Consider whether Sectional Committees can be given temporary internal or external support to drive and campaign across existing Fellows for more diversity pull-though. This will introduce diversity of thought and a more inclusive lens during the selection process. There is evidence that including diverse representation of thought and lenses in assessments increases diversity and silences bias.

Training and learning

- A programme of learning and unlearning should be held for peer reviewers and Sectional Committee members. This could be delivered as individual mineral sessions tackling several aspects of inclusion over a period of time to support learning and unlearning around the entire inclusion topic.
- More must be done to explain the importance of 100% reporting of diversity information for candidates. There should be assurances that all data is anonymous and it supports the improvement of diversity for the Academy of Medical Sciences overall.

4 Grant schemes

	Gender				Ethnicity				Disability				Total
	F	M	PSD /PNS	No Info	AWB	BAME	PNS	No Info	Yes	No	PNS	No Info	
All grants success rate	29%	17%	4%	0%	29%	16%	20%	0%	25%	21%	0%	0%	22%
All UK grants success rate	43%	30%	60%	0%	39%	29%	50%	0%	42%	37%	31%	0%	37%
All International grants success rate	22%	13%	20%	0%	20%	14%	11%	0%	13%	16%	21%	0%	16%

Table 2: Success rates of 2020 grants broken down by gender, ethnicity and disability split by all grants, UK grants and International grants.

Note the UK grant panel aggregates in this section do not include HEI Springboard Champions as the Academy does not appoint them, but their breakdown is provided for information in the Appendix (Table 9).

4.1 Gender

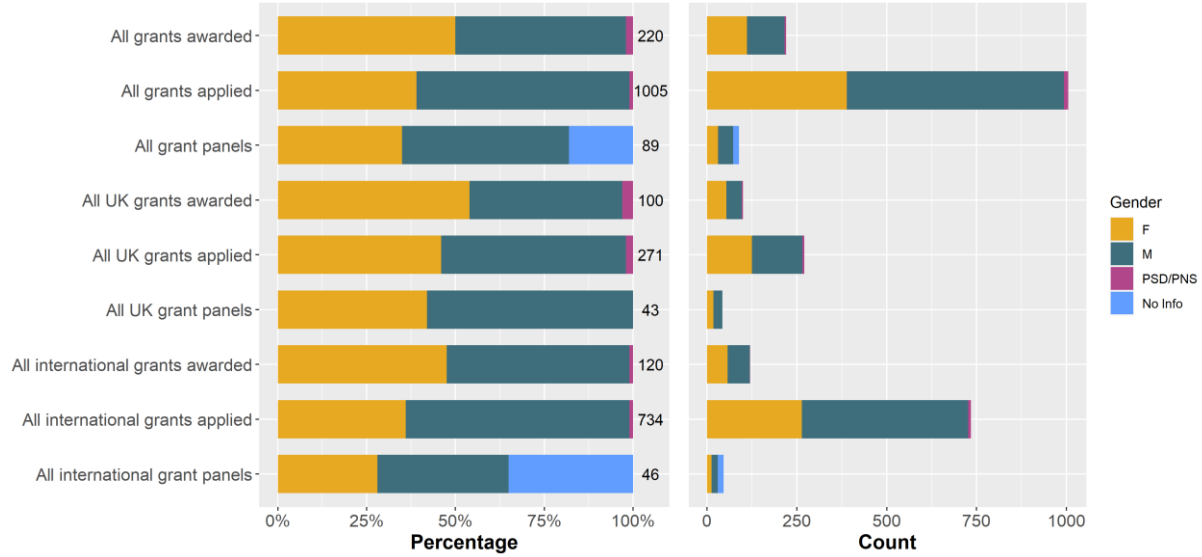

Figure 7: Horizontal bar charts of the breakdown of grants by gender.

Key points

- Data collection on gender is very good except for the UK-India AMR Visiting Professorship grant panel and GCRF Networking grant panel for which there is missing information (44% and 57% respectively).
- Over all grants (including both UK and international) the gender split is approximately equal for grants that are awarded.
- There are more male applicants of grants than females (60% male compared to 39% female), which is predominantly due to the difference in female and male applicants for international grant schemes.
- Table 2 highlights that the success rate is greater for female applicants than male applicants for all grants (29% female success rate compared to 17% male success rate). This pattern is apparent in both UK and international grants and the differences are statistically significant (for all grants and UK and international grants individually).
- Females are not as well represented on grant panels as males (35% of all grant panel members are female compared to 47% male) although we have no information for 18% of all panel members.

4.2 Ethnicity

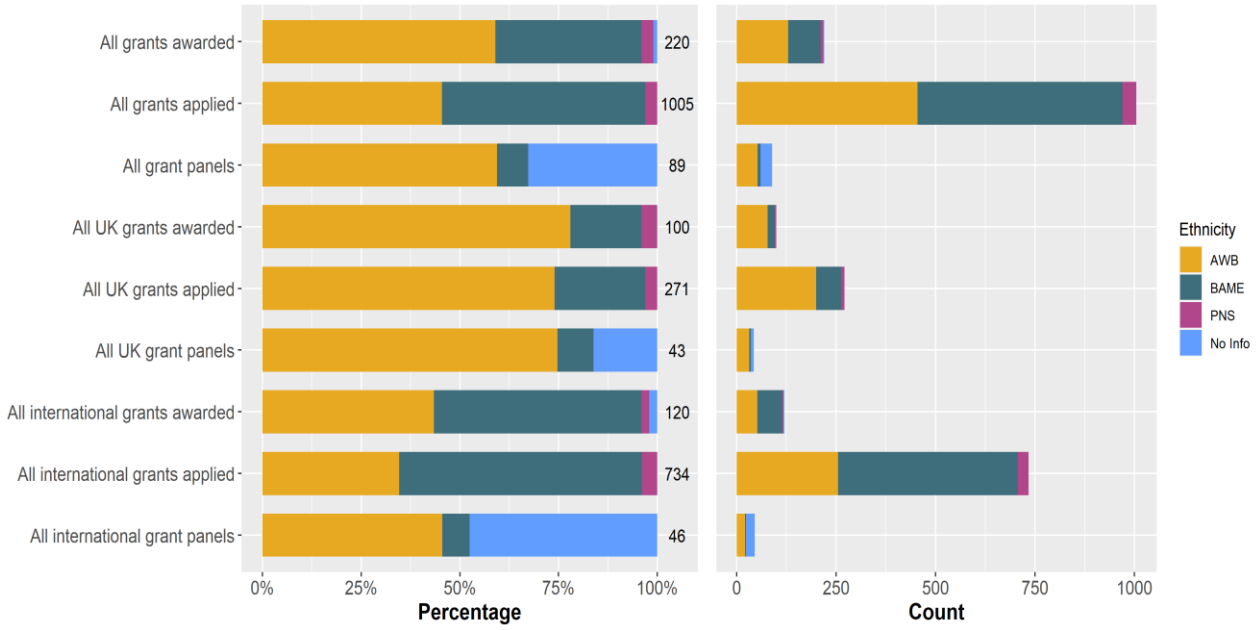

Figure 8: Horizontal bar charts of the breakdown of grants by ethnicity.

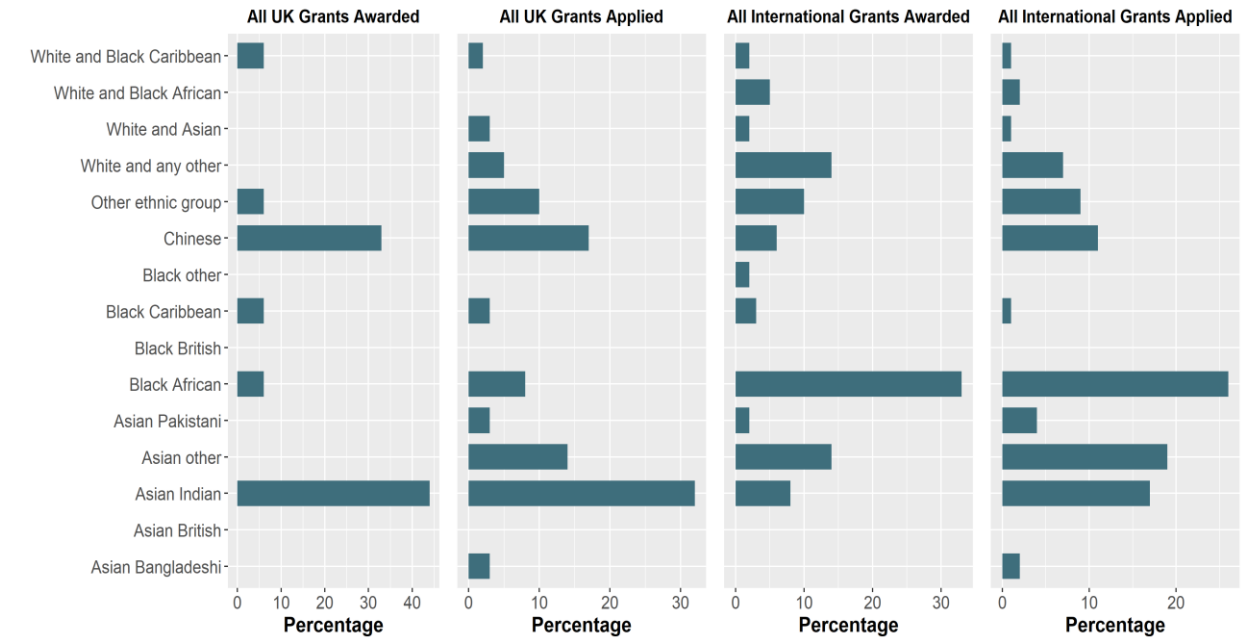

Figure 9: Horizontal bar charts of the percentage breakdown of each category within BAME for all UK and International grants applied and awarded.

Key points

- Data collection on ethnicity is very good except for grant panels where ethnicity data on 33% of panel members is missing.
- Out of the data collected, 8% of the grant panels have BAME members of which there are no Black panel members. Academy grant panels are selected from the Fellowship and therefore are likely to reflect the same representativeness until the pool is more diverse.
- Overall UK grants, 74% of applicants are AWB compared to 23% BAME and 78% of awarded grants are to AWB applicants compared to 18% of BAME applicants.
- BAME representation is higher in international grants with 62% of all applications from BAME applicants compared to 35% AWB applicants and 52% of all international grants awarded are to BAME applicants compared to 43% of AWB applicants.
- The success rate (Table 2) for all grants is greater for AWB applicants than BAME applicants (29% vs. 16%), which is a statistically significant difference.
- Looking at the BAME breakdown (Figure 9), UK grant BAME applicants and awardees are predominantly Asian Indian or Chinese. Out of the 18 UK grants awarded to BAME candidates, 2 were awarded to Black applicants and out of the 63 International grants awarded to BAME candidates, 24 were awarded to Black applicants. The country specific nature of the Academy's international grants schemes impacts how individual ethnicities are represented in both applicants and awards.

4.3 Disability

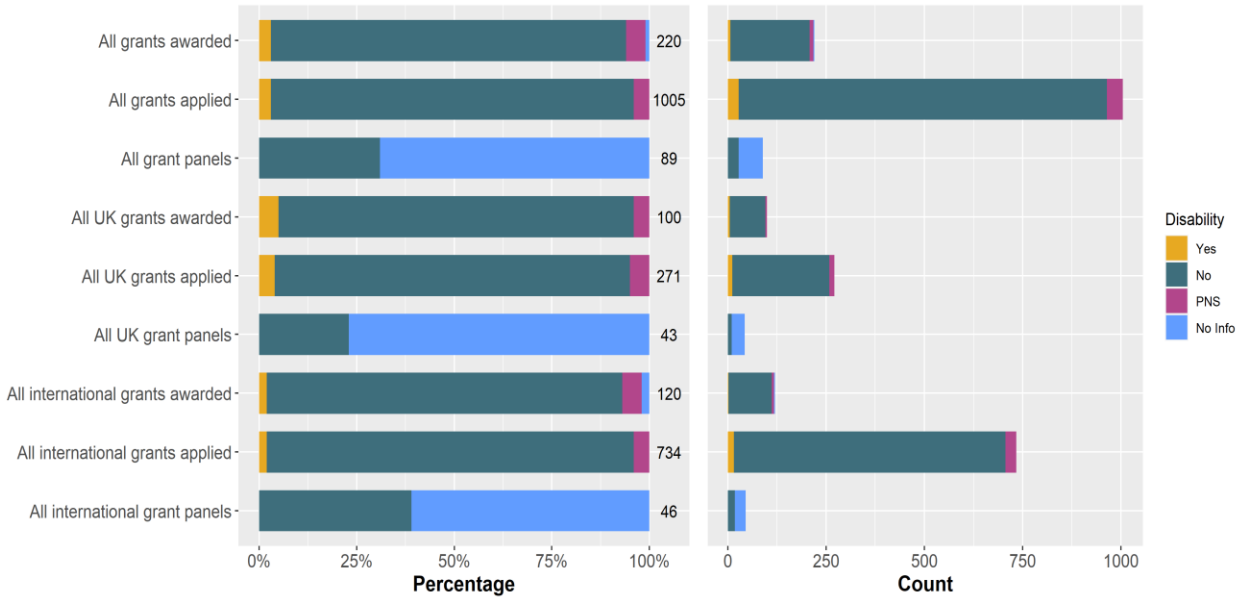

Figure 10: Horizontal bar charts of the breakdown of grants by disability.

- Data collection on disability is very good except for grant panels where it is poor (69% of panel members have no information collected).
- 3% of all grant applicants and awardees have a disability.

4.4 ED&I narrative

Gender
The success rates for grants awarded to female applicants when there is a lower application and underrepresentation of females in the panel shows that the Academy can do better in driving diversity, and could use this experience to address why it is so difficult in other areas of diversity. Similar to other organisations, progression in gender diversity seems easier to achieve than other marginalised areas. As gender representation is strong the Academy may want to consider taking some best practice from this area in process and approach but focus the EDI drive on grant distribution in other diverse areas.

Ethnicity
The pattern of bias continues in grant distribution: the % of BAME applicants awarded is lower than the % of those who have applied, which indicates a bias when compared to AWB who have a % higher rate of grants awarded . There is a clear significance in the distribution of grants within the BAME identities, when comparing UK based and international grants, with the percentage of grants awarded to BAME candidates in the UK 18% versus 52% if based internationally. This indicates that there may be a bias that accepts ethnicity diversity when the applicant is internationally based (Confirmation bias) and less acceptance of diverse ethnicity identity whilst assessing UK applicants. This needs to be explored further. There are also reasons of scale as there are more international BAME applicants than there are UK BAME applicants. However patterns of success rates compared to AWB both internationally and in the UK would still indicate that there is bias that leads to a different scoring behaviour and approach for UK applicants. There needs to be a review of the application process with a focus on an inclusive screening lens which will increase the success rates for BAME applicants, the potential of bias needs to be removed from the process and training about

bias behaviours needs to be embedded. Where there is no option but to screen and award to BAME candidates, this is easily done, but where there are other options the % of BAME awardees falls due to bias. One question to probe is, when the grant panel is scoring applicants, are they comparing applicants against each other across the round? If this practice of comparison against other applicants is happening it may explain the anomalies for Black candidates in the UK who will show up differently compared to AWB counterparts. It also evidences the higher success rate internationally, the comparison applicants internationally are more likely to have similar protected characteristics and intersectional similarities and therefore measuring will be more successful for diverse applicant. The Academy must consider equity in the grant panel assessment process and ensure grant panel members understand how the intersectional make-up of grant applicants may differ and how this will impact on their applications that they submit.

It is important to continue to monitor, question and investigate any reasons women outperform men, for instance whether this could be because the majority of BAME applicants are men? It would be useful to break down the gender of BAME applicants to determine if the BAME male applicant for grants is what sways the female application rate to a higher success rate. This hypothesis is perhaps further supported by the 'all international grants' category: this has a higher number of male candidates awarded versus female which is opposite to UK grants and all overall, in these international areas it is clear that there is a higher number of BAME applicants (62% of 734 applications are BAME). This could just be coincidental but the % BAME and % men are remarkably similar and raises a question whether international male applicants are predominantly BAME. If the same assumption is applied to UK grants, then the men being BAME would be the reason why the female awarded rate is higher, indicating bias at application assessment stage and a lack of true shift in the female representation dial. This is purely hypothetical and there is not enough intersectional data to investigate this, but reviewing these questions would give important insights.

Disability

The need for more specific measures for disability continues, and as in other areas the Academy should seek to understand the type of disability that grant applicants and awardees have. Disability could be hidden, seen and/or neurodevelopmental. Understanding different disabilities can help identify potential barriers faced by applicants who are unsuccessful and/or establish what further support may be needed by grant awardees to ensure success.

Sexual orientation and gender identity

There is no information on sexual orientation for any of the categories. Information on gender identity is available for grants awarded and applied. No one has indicated that their gender is different from that at birth with a very small minority who prefer not to say.

4.5 Grants over time analysis

Historical grant data for up to five years is available for all grants. Time series plots for the following grants are given below:

1. Starter Grants
2. Springboard Grants
3. Global Challenges Research Fund Networking Grants
4. Daniel Turnberg Travel Fellowships

These grants have been chosen as there are sufficient data available both in terms of previous rounds and number of grants given out each round. Other grants where a smaller number are awarded are likely to exhibit more year-on-year variability in their breakdowns.

In each figure below, a plot is given for the percentage of applicants, awards and the success rate broken down by gender and ethnicity.

Finally, Table 3, provides the gender and ethnicity breakdowns for each grant panel pooled over the years available. This information has been provided to examine the breakdown of those who are allocating grants.

Key points: Starter Grants (Figure 11).

- Except for one round (Round 17), there is a consistently higher proportion of male applicants to Starter Grants than female.
- There is no clear pattern emerging of the gender split in the awardees or success rate which both vary year on year. However, of the 8 rounds for which data is available, on 5 occasions a greater proportion were awarded to men and in Round 21 77% were male and 23% female.
- The proportion of applicants and awards are consistently higher for AWB candidates over the past 8 rounds with no obvious trend.
- There was a larger difference in success rates between AWB and BAME candidates in Rounds 16 and 17, this difference is smaller in the following rounds, but the AWB success rate is consistently larger than the BAME success rate.

Key points: Springboard Grants (Figure 12)

- The gender split of applicants and awards is approximately equal over the four rounds of data available. For both genders the success rate is increasing over time which is indicative of a larger number of grants being awarded.
- There is a large difference in the proportion of Springboard applicants and awards in terms of ethnicity: AWB candidates are consistently higher than BAME. In three out of the four past rounds the success rate of AWB candidates is also higher.

Key points: GCRF Networking Grants (Figure 13 and Figure 14)

- There are more male applicants than female applicants for GCRF grants, but this is more pronounced for international partners. In all cases, a higher proportion of males are awarded the grants, except for the UK partners in the last two rounds.
- The proportion of applicants and awards for UK partners is consistently higher for AWB applicants compared to BAME (except in Round 5 where the applicants were equal). This is reversed for the international partners where the proportion is higher for BAME applicants.
- There is no consistent pattern in success rates when comparing AWB and BAME applicants.
- Note that whilst the above stands, because this grant is awarded to pairs (one UK and one international applicant), it is possible that the combination of the pairings (i.e. the mix of gender and ethnicity across both applicants) may impact the success rate. The data as it stands is not

broken down sufficiently to allow this analysis to take place but may be worth exploring further if possible.

Key points: Daniel Turnberg Travel Fellowships (Figure 15)

- Applicants for the Turnberg Fellowships are approximately equal between males and females across the four rounds available.
- There is no consistent pattern in the percentage of Turnberg Fellowships awarded or the success rate between males and females. However, in the last two rounds available, the success rate for males and females is more similar.
- Of the three rounds for which there is ethnicity data, the percentage of applicants and awards for AWB and BAME are far less disparate than any other of the grants examined here.
- The success rate of the Turnberg Fellowships is consistently higher for AWB applicants compared to BAME applicants.

Key points: Grant Panels (Table 3)

- The gender split across historical panels varies between the grants. Some panels have over the last 3-4 rounds had an equal or approximately equal gender split (for example, the Springboard Grants, AMS Professorships and Turnberg Fellowships). Where there is an unequal split, there are more males than females on the panel (for example, Starter Grants).
- There are more data missing for ethnicity, however, where data are available, panels are predominantly made up of AWB members.

	Gender			Ethnicity				Total
	F %	M %	PSD/ PNS %	AWB %	BAME %	PNS %	No Info %	
UK Grant Panels								
Starter Grants	28	72	0	80	7	0	13	39
Springboard Grants	53	47	0	69	2	2	28	58
Springboard HEI Champions	24	59	18	46	8	4	42	205
INSPIRE	34	62	3	45	7	0	48	29
AMS Professorships	50	50	0	100	0	0	0	10
International Grant Panels								
Newton NAF	31	69	0	55	0	0	45	16
Newton NIF	58	42	0	38	0	0	63	24
GCRF Networking	31	46	23	31	8	2	60	52
AMR UK-India	28	56	16	52	12	0	36	25
Turnberg Fellowships	50	50	0	79	0	0	21	26

Table 3: Percentage breakdowns of UK and International Grant panels by gender and ethnicity pooled over the last 3-4 rounds (depending on available data).

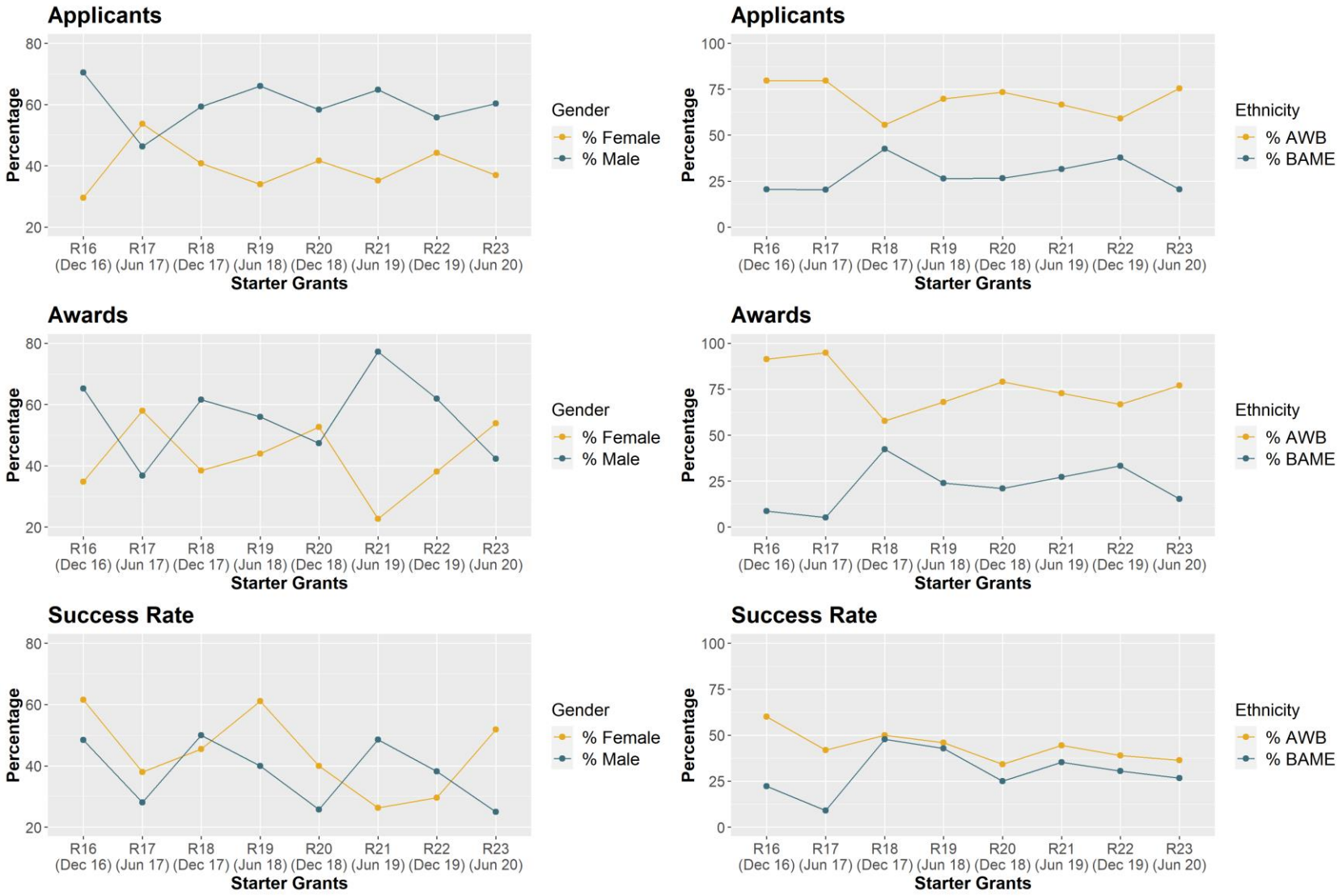

Figure 11: Plots over time of Starter Grants for Applicants, Awards and Success Rate. The left plots are broken down by gender and the right plots by ethnicity. Data are available for 8 rounds spanning from December 2016 to June 2020.

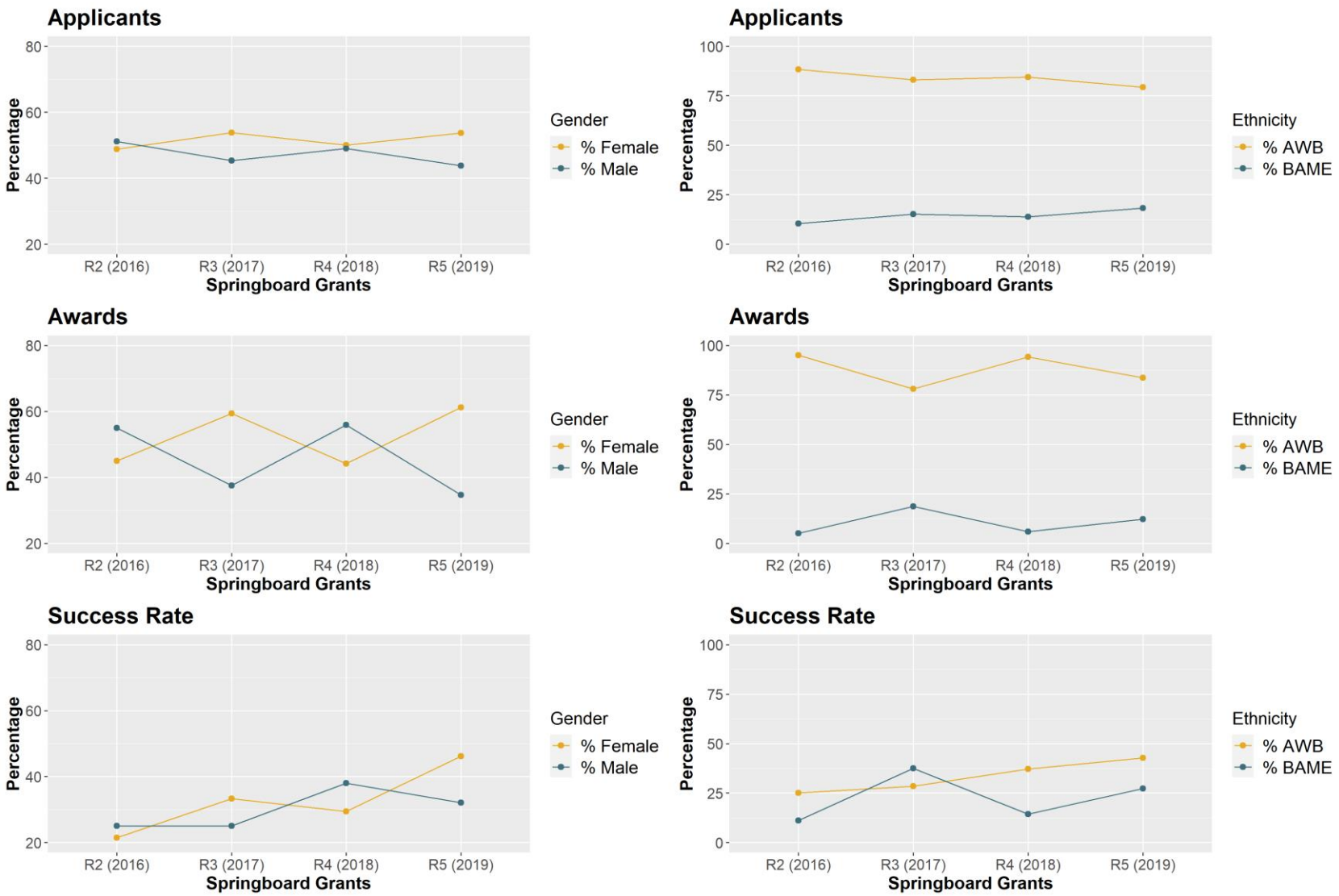

Figure 12: Plots over time of Springboard Grants for Applicants, Awards and Success Rate. The left plots are broken down by gender and the right plots by ethnicity. Data are available for 4 rounds spanning from 2016 to 2019.

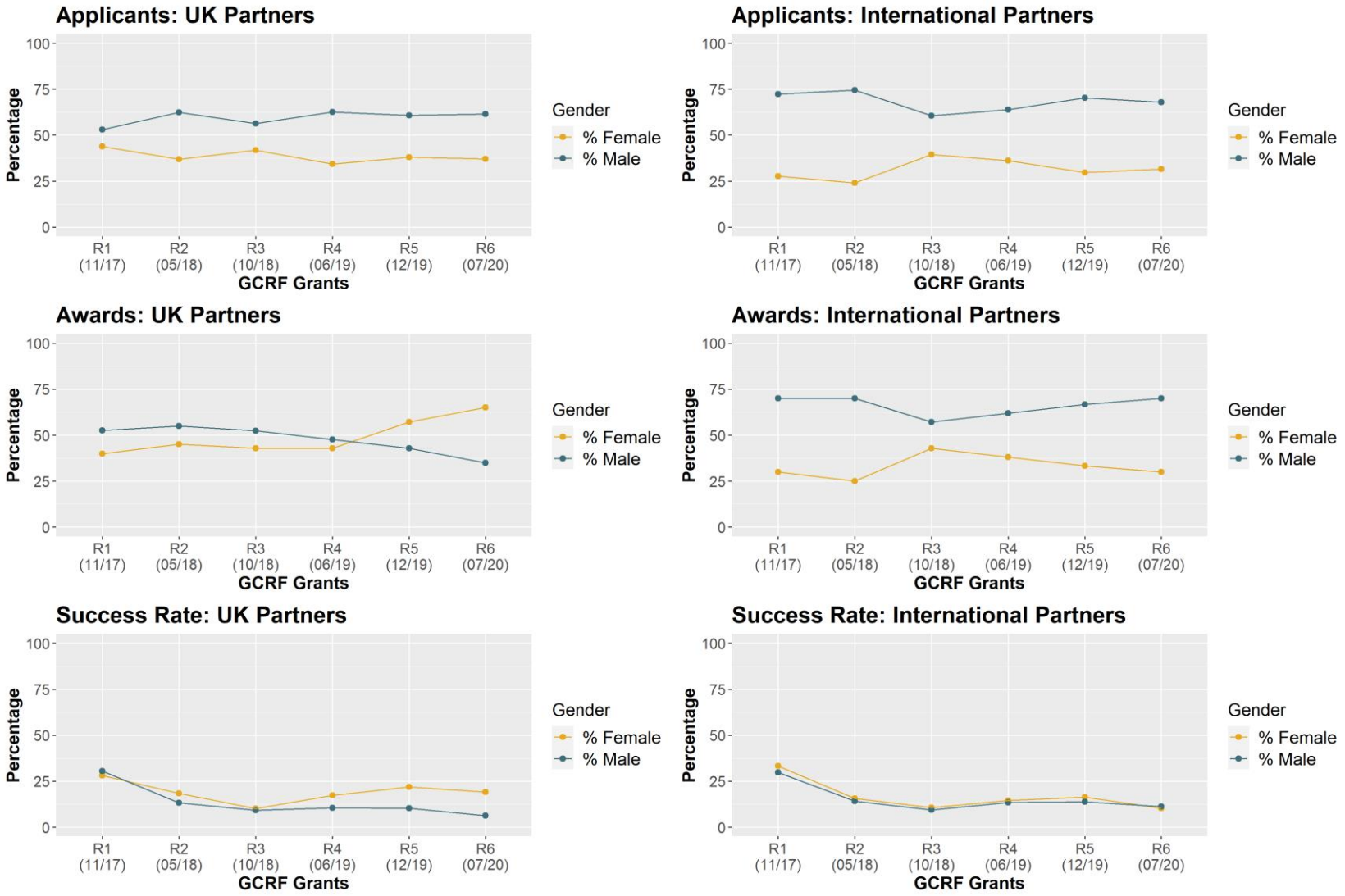

Figure 13: Plots over time of GCRF Grants for Applicants, Awards and Success Rate broken down by gender. The left plots are for the UK Partners and the right plots for International partners. Data are available for 6 rounds spanning from November 2017 to July 2020.

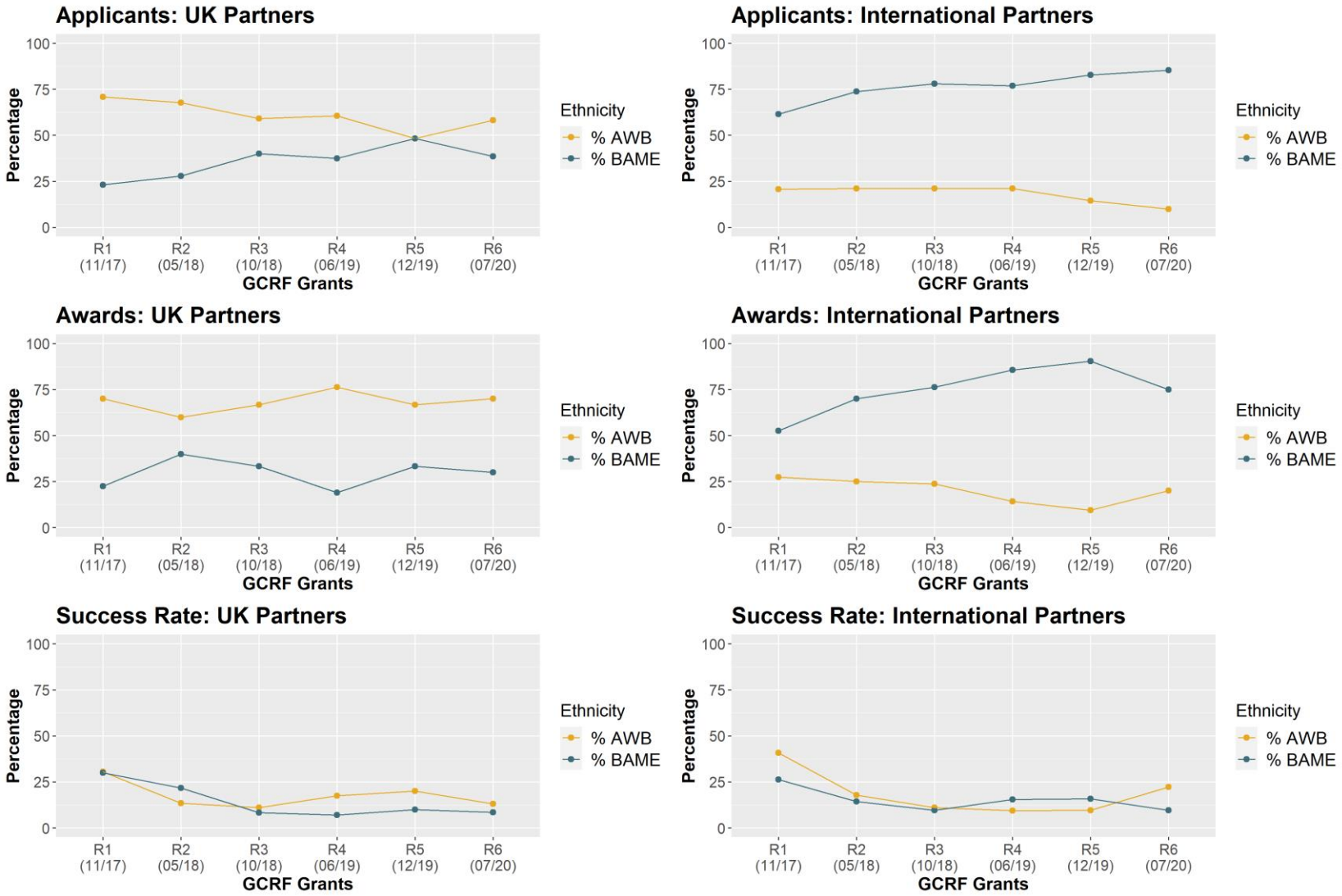

Figure 14: Plots over time of GCRF Grants for Applicants, Awards and Success Rate broken down by ethnicity. The left plots are for the UK Partners and the right plots for International partners. Data are available for 6 rounds spanning from November 2017 to July 2020.

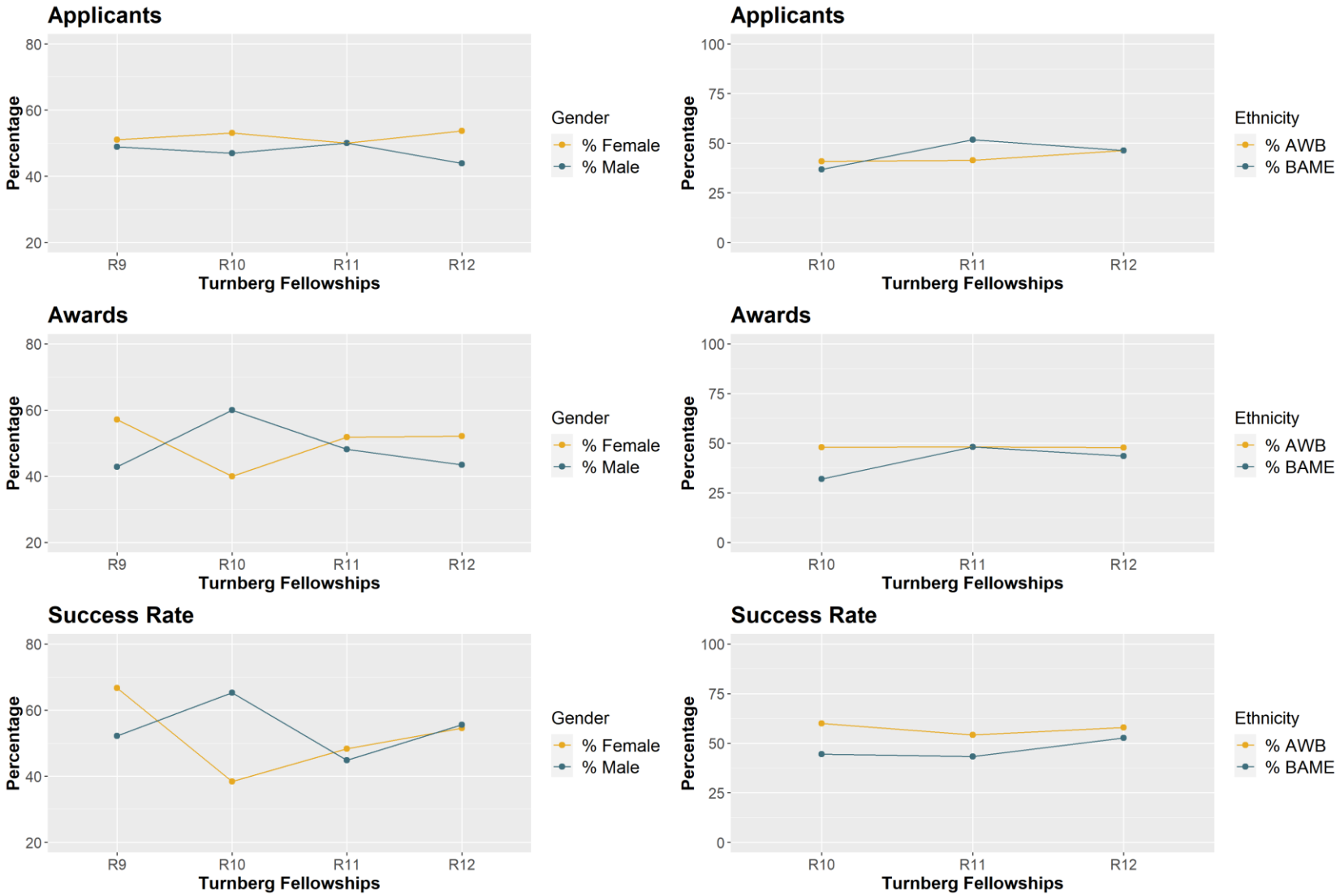

Figure 15: Plots over time of Turnberg Fellowships for Applicants, Awards and Success Rate. The left plots are broken down by gender and the right plots by ethnicity. Data are available for 4 rounds spanning (although note that in round 9 there were insufficient ethnicity data).

4.6 Benchmarking

The Engineering and Physical Sciences Research Council identify a continued lack of representation of women and a key EDI area for them to focus on is grant distribution to women. They report on Grant awarded by grant size and by gender. The Academy should consider reporting on grant size when comparing gender as a way to support a better EDI strategy to drive female grant applicants.

The data from the UKRI shows a marked difference in the number of respondents who do not share ethnicity compared to the Academy. The UKRI report includes information on non-disclosure information across grants and Fellowship collectively as approximately 8% of respondents who do not share ethnicity. It is hard to compare like for like. But across Grants and Fellowships the Academy have 15% no ethnicity information for Fellows, 1% no information for grant awardees and 41% no information for grant panel members which indicates an overall no ethnicity reporting of 16%. There could be learning to be taken from UKRI on the data collection methods they use for grants and Fellows.

4.7 Recommendations

- Consider measuring the ethnicity breakdown of male grant awardees and applicants to establish if the bias theory is evidenced.
- Seek to understand whether grant panels are comparing applicants with each other during rounds, if this is established to be true then comparison should stop, or an additional effort should be made to compare with similar characteristic sharing applicants only.
- Focus on the development of BAME and female Fellows into grant panel members.
- Grant panel members should have workshops and/or more awareness of intersectionality and bias.
- Review the processes to establish whether grant panels can have an external person and/or voice to pull through EDI principles and support applications from Black applicants by bringing that intersectional lens onto the panel.
- Review the grant panel assessment process to establish where bias may show up in the grant assessments through the policy or process of assessment.
- Establish clear grant assessment criteria that remove the bias from the process.
- Add additional disability measure to establish the type of disability that grant awardees and applicants have.
- Identify good practice across grant programmes (for example the Turnberg scheme has been most successful in awarding grants to diverse applicants over time) and use this to develop best practice across the other awards.

5 Careers Development Programmes

5.1 Gender

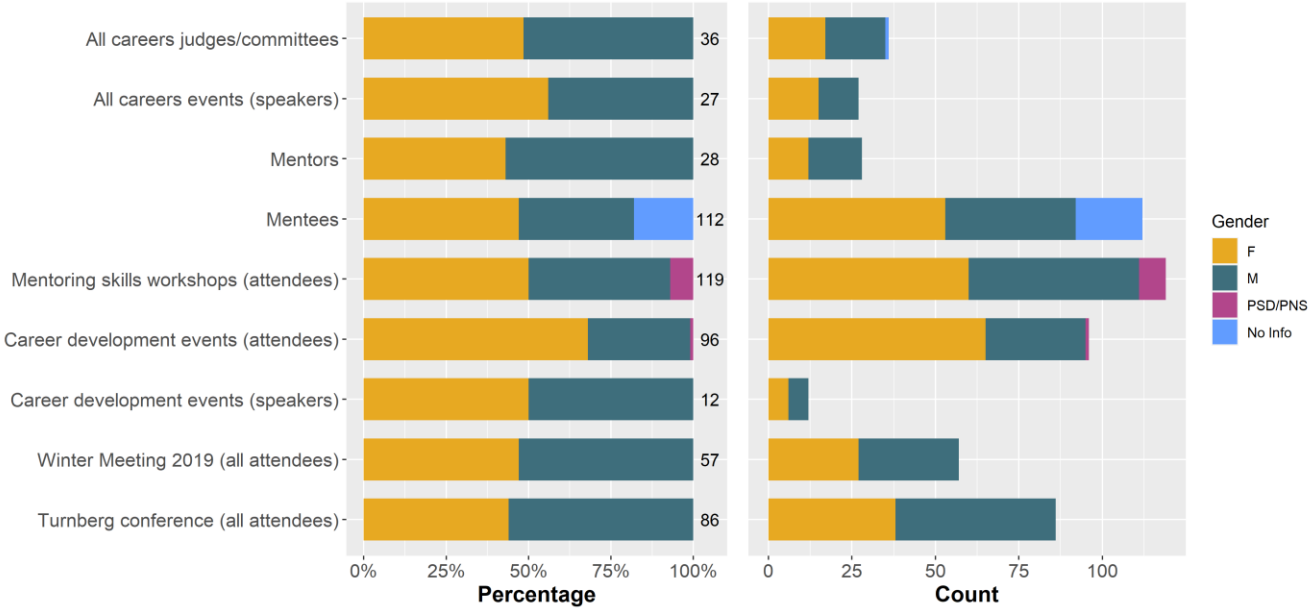

Figure 16: Horizontal bar charts of career development events by gender (only the largest events are given in this chart).

Key points

- Data collection is very good for gender (except for mentees where data collection is only rated as good since there is no information for 18% of mentees).
- Only 4 out of the 22 events (excluding the SUSTAIN event which is female only and participants are selected randomly) have been flagged as having less than 35% male or female attendees, of which three have a very low total and therefore should not be over-interpreted.
- The attendees at the career development events are 67% female vs. 33% male.

5.2 Ethnicity

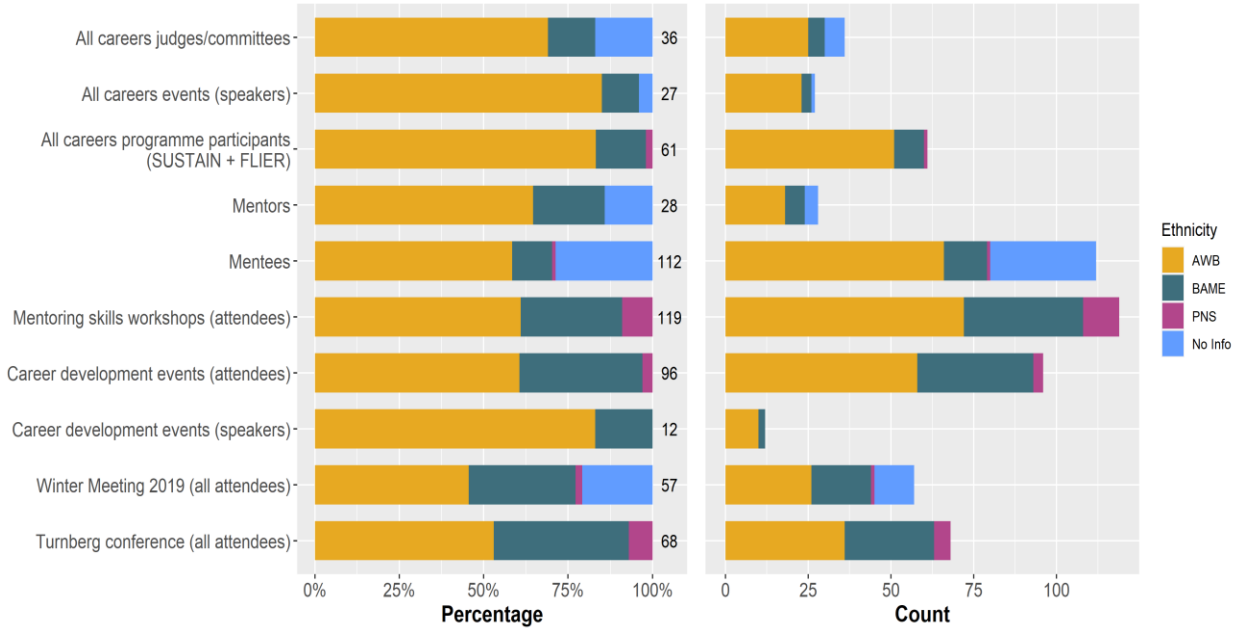

Figure 17: Horizontal bar charts of career development events by ethnicity (only the largest events are given in this chart).

Key points

- Data collection for ethnicity is generally either very good or good with only the Turnberg conference recording no ethnicity information for its competitions (note, however, that the data for the competitors has been captured as they are conference attendees, but it is unknown which attendees took part in the competitions).
- Across all career events, 15% of participants, 11% of speakers and 14% of judges/committee members were BAME. Of the 9 BAME participants of SUSTAIN and FLIER, none were Black.
- 21% of mentors and 12% of mentees are BAME but looking at the BAME breakdown there are no recorded Black mentors or mentees.
- There was a higher percentage of BAME attendees at the Winter meeting (32%) and Turnberg conference (40%).
- The first cohort of FLIER was made up of 88% AWB members and 6% of BAME, whereas the breakdown in cohort 2 was 72% AWB and 28% BAME members. On consultation with the Academy staff, it was identified that positive action to increase diversity through advertising was taken between cohorts to improve diversity of applications, this has evidently been successful.
- In round 3 of SUSTAIN, whilst 15% of applicants were BAME only 4% of the total participants were BAME. This highlighted a potential concern that the stratified random selection could have unintended consequences of biasing against BAME candidates due to the way in which it was being stratified. However, reviewing data from rounds 1 to 3 and the most recent round 5, this is not a consistent pattern and, in fact, in other rounds there is a higher BAME representation in participants compared to applicants.

5.3 Disability

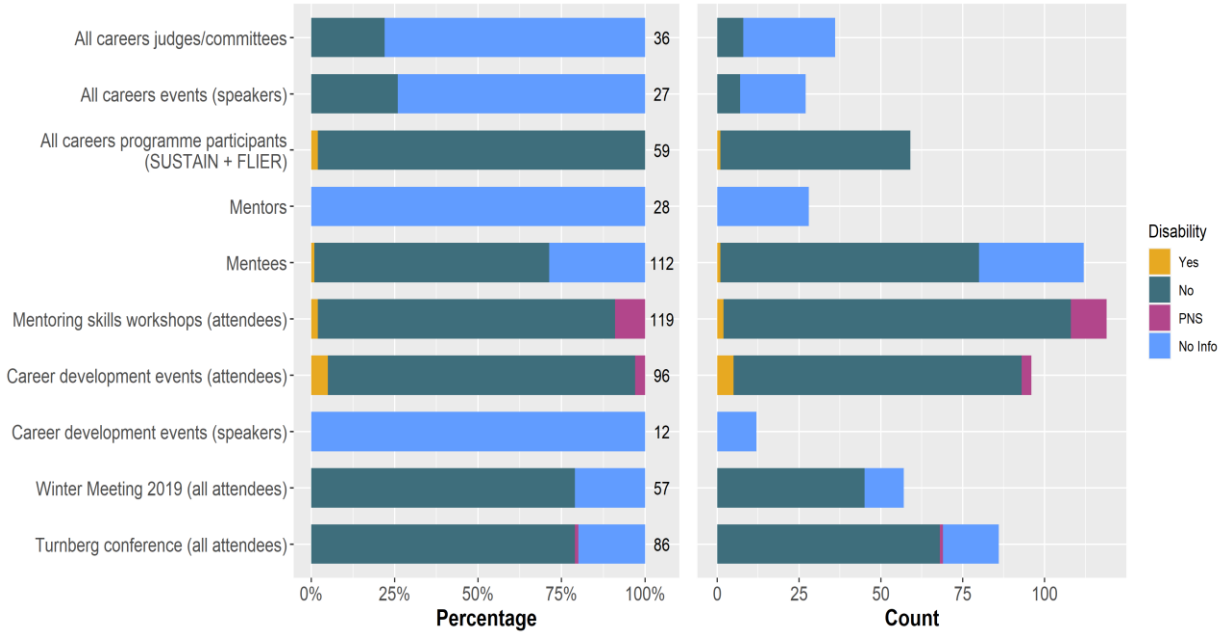

Figure 18: Horizontal bar charts of career development events by disability (only the largest events are given in this chart).

Key points

- Data collection on disability is mixed across different events. For example, there is no missing information for career development events (attendees) and mentoring skills workshops (attendees), but there is no disability information collected for mentors or the speakers at career development events.
- Where information is known, the percentage of attendees with a disability is low.

5.4 ED&I narrative

Gender

The level of female attendees and interest at the career development stage indicates equality in interest at the early career stage of attendees. Similarly, to other industries, more must be done to ensure female graduates early on in their careers continue their pathways in medical science. Is there a need for the SUSTAIN program (or something similar) to continue for women throughout the career cycle? If women are supported throughout their career we will see more females sustaining their careers in this field.

Ethnicity

The narrative of the lack of Black demographic continues in career development. “You can’t be who you can’t see”, so active allyship must be taken to screen in and pull through Black Fellows to any area where assessments of applicants, competitions and grants are distributed. An example on the SUSTAIN selection process highlights that only 2 women from a Black background have ever applied and the automatic filtering of these results based on geography and other factors meant that these women were not accepted. This is where screening in must apply, where there is clear lack of representations being reliant on fairness from a random allocation system is not enough as the systems selection process (e.g. on geographic make up of areas) can perpetuate this issue.

Given the low numbers of Black Fellows the Academy should consider active inclusion by adding external Black representatives to judging panels, as mentors or as speakers at events. Further investigations should be done to understand what can be learnt from the Winter Meeting in 2019 when there was good BAME attendance and competition applications. What can we learn about that programme, how was it marketed, who led it, where did the applicants come from? Further learning could be gained by exploring if, from that high number of BAME applicants what % (if any) won any of the competitions? All three competitions had good BAME application %, the judging panel had no BAME judges, what were the results of that judging panel and does it evidence bias? The same should apply to the Turnberg conference: 40% of the attendees are BAME, how many won?

Annually cohort dinners are held and there is good diversity representation at the events from both speakers and cohort attendees, additional thought should be given to the inclusivity of the events for all guests' perspectives.

Disability
Although encouraging to see disability is well measured for attendees at events, in capturing this information, more information needs to be collected on the type of disability with attendees asked what more support could be given to them to make the event/competition process more accessible.

Sexual orientation and gender identity
The data available needs to improve – when considering the possible demographics of the careers development programme, more data declarations around sexual orientation and gender identity should be expected. The applicants in the SUSTAIN program share this data and this shows representation of diversity that will help us to improve, however the speakers in the same SUSTAIN program have 0% declarations on sexual orientation and gender identity. Speaker diversity monitoring should be mandatory, ensuring that there is still safety to respond as PNS. With such limited data available consideration must be given on how much psychological safety is in these spaces and in the declaration of sexuality orientation and gender identity. How can the Academy encourage this declaration from all attendees? A review of the forms and process of declaration should be considered to ensure attendees can comfortably and safely declare.

5.5 Recommendations

- Conduct further investigations into the Winter Meeting 2019 and Turnberg conference to establish what was done to attract BAME attendees and applicants, take best practice and copy.
- Across the Academy more inclusive thought must be put into all types of celebratory and formal events held. An intersectional lens should be held up against all events, ahead of the event, to ensure anyone attending will feel comfortable, feel like they belong and feel able to attend. Considering an event with an intersectional lens provides opportunities to reconsider details such as the location, timings, accessibility of the location, food served, and dress code.
- Identify the criteria for Judges and apply an equity exercise to determine if the judging panel can be better diversified through methods other than Fellowship status.
- In future measuring of events, also measure the diversity breakdown of competition winners and review this in parallel to the attendees list for disparities that may indicate bias.
- Review the forms and process for declaring sexual orientation and gender identity to ensure it encourages declaration safely.

- Consider assessing current Judges' outcomes based on success rate and diversity to establish “unconscious bias” evidence and potentially deliver training to remedy this.
- Either review and change the automatic filtering and selection process for programmes or add an additional manual layer that pulls through diversity in order to increase representation.
- The career development and grants teams should be recognised as the feeder for Fellowship and committees. Within private organisations the “graduate or talent” pool is heavily invested in and consulted to nurture and support leaders of the future. The same approach should be taken in the Academy with the grants and careers areas. Understand that this demographic are the potential Fellows of the future and they are also the most diverse populations connected to the Academy. Fuel the pipeline with further investment, staying close to their journeys and keeping in touch as they move towards potential Fellowship status.

6 Policy (UK and International)

6.1 Gender

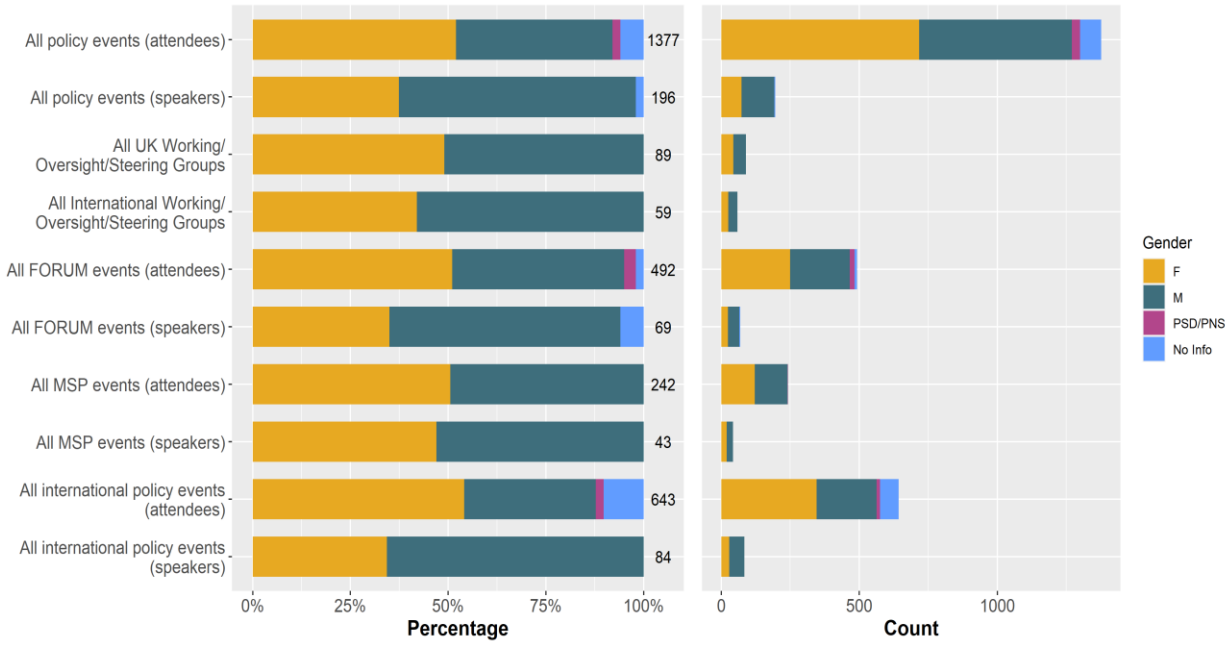

Figure 19: Horizontal bar charts of policy events by gender.

Key points

- Data collection on gender is very good.
- The gender split of attendees across all policy events is 52% female and 40% male (with 3% PNS and 6% missing information).
- There are more male than female speakers across all events (60% to 37%).

6.2 Ethnicity

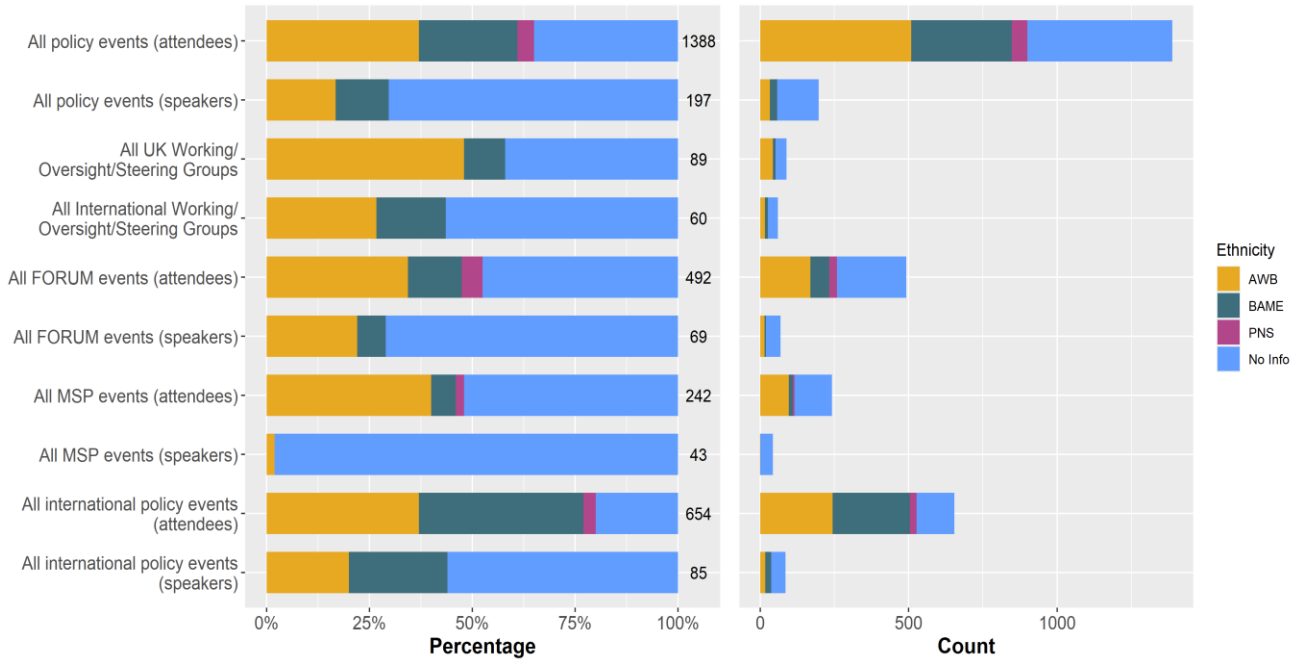

Figure 20: Horizontal bar charts of policy events by ethnicity.

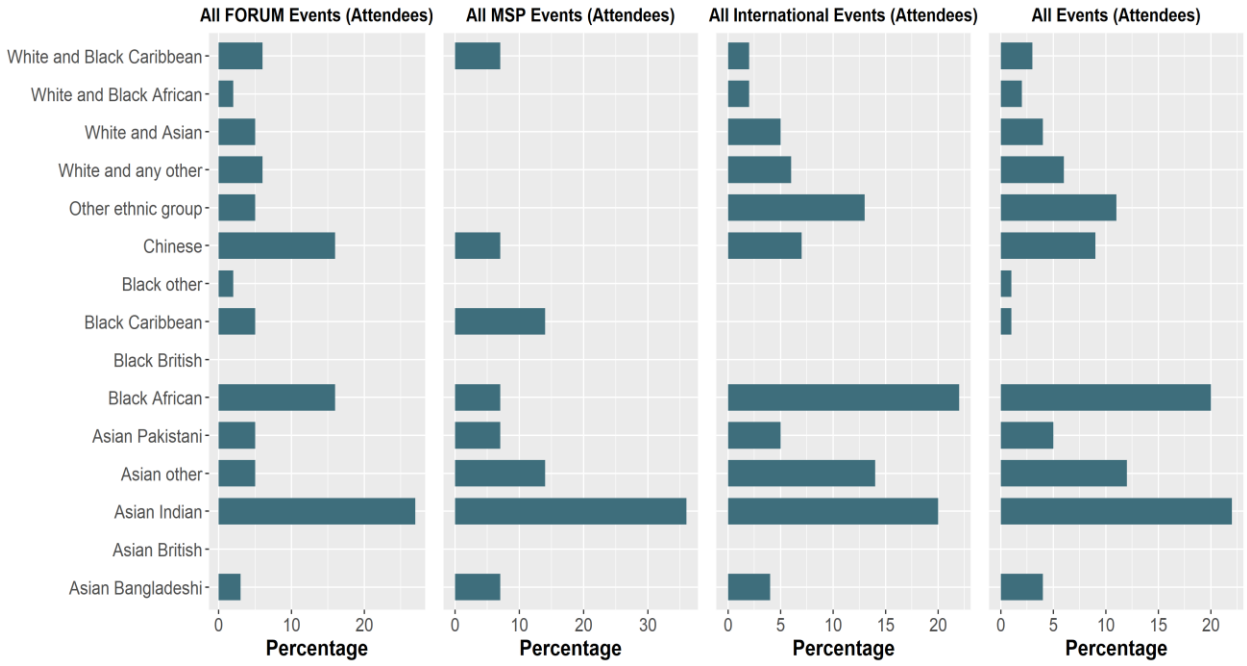

Figure 21: Horizontal bar charts of the percentage breakdown of each category within BAME for all attendees at FORUM events, MSP events, all International events and all events.

Key points

- The data collection for ethnicity for attendees at policy events is much improved compared to last year, but very little data are collected for speakers.
- Where ethnicity data has been collected, 37% of all policy attendees are AWB and 24% BAME. However, breaking down the attendees into FORUM, MSP and International policy events, shows that the breakdowns between AWB and BAME attendees vary considerably. Of the data

collected BAME representation is higher for attendance at International policy events (40%) compared to FORUM and MSP events (13% and 6% respectively).

- Looking at the breakdown of BAME attendees (Figure 21), 22% of BAME attendees over all events are Asian Indian and 20% are Black African. Similarly, to the above point, these breakdowns vary according to the type of event and the venue or partner country.

6.3 Disability

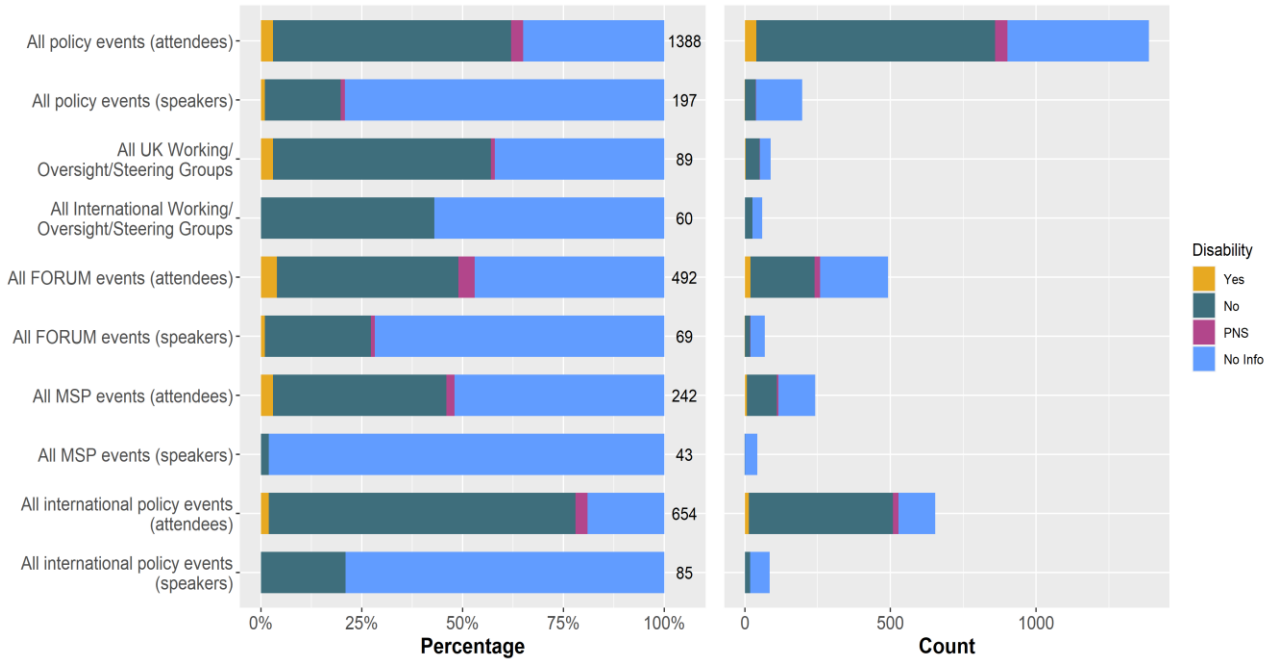

Figure 22: Horizontal bar charts of policy events by disability.

Key points

- Whilst more data on disability has been collected, the data collection remains poor for speakers and on occasion attendees.
- 3% of all attendees at policy events have a disability, 59% do not, 3% prefer not to say and there is no data for the remaining 35%.

6.4 ED&I narrative

Gender

There is good gender diversity across policy events, particularly important because this is where strategy can be formed and set across these areas. It is obvious that with such a high proportion of female attendees it is essential that more work is done to include and/or find female speakers for events. It would be useful to understand the age demographic of the attendees to establish how influential different generations of voices are towards policy steer and change. If most MSP and FORUM attendees have a similar demographic to the careers development programme attendees then the policy events could be more of an opportunity for education rather than challenges and contribution.

Ethnicity
International policy events appear to have the largest representation of ethnically diverse delegates in attendance across all events run by the Academy. It is also where events have the highest numbers of Black attendees. Whilst there is the largest representation of ethnicity at the events within policy, staff should still be highly mindful of the impact of EDI in events in countries where most of the population (the normative group) is diverse. Within majority diverse countries, EDI is still a factor to consider as bias can continue to be prevalent in castes, colour, religion and other areas such as socio-economic backgrounds that may cause exclusion or marginalisation within these diverse populations.

As these identity groups are known to be the most underrepresented group across the Academy, these policy events should be the medium for driving diversity further into the organisation. BAME attendees at international events can have reach that goes far beyond the country they live in and can drive diversity from afar, the events can also help create connections and bring contacts into UK events. These events should be used as an opportunity to discuss and highlight how BAME attendees at international events can support the drive to increase BAME participation in UK activities and Fellowship nominations. Similarly, to the gender feedback, with such strong representation of BAME attendees at international events, more must be done to capture diversity information of speakers at the events to ensure better representation and diversity of voice and thought.

Disability
Capturing disability enables us to better support those attendees, work needs to be done on capturing event attendee information more thoroughly. The narrative of "what disability" continues however there is more to do here on capturing the data first.

Sexual orientation and gender identity
Whilst the data collection remains poor, there is more information on gender identity and sexual orientation for policy events than other events at the Academy. There is evidence that there are some attendees at policy events who are LGBTQ+.

6.5 Recommendations

- Consider capturing the age demographic and/or career stage at policy and other events to get a better understanding of the attendees, their needs and influence, and where to pull through more voices
- Make use of policy events as an area to hear from underrepresented audiences and delegates.
- Event leads must take responsibility of speaker diversity monitoring capturing information at the point of confirming speakers. This should be a compulsory ask for all speakers even if they choose to return a form of PNS to each answer. This will ensure a higher response rate for speaker diversity information.
- Review and consider how data is captured at all events. The Academy's move to a new CRM and event system should be used as an opportunity to build better diversity forms into the booking process: this should be considered, tested, and implemented.

7 Corporate Affairs and Communications

7.1 Gender

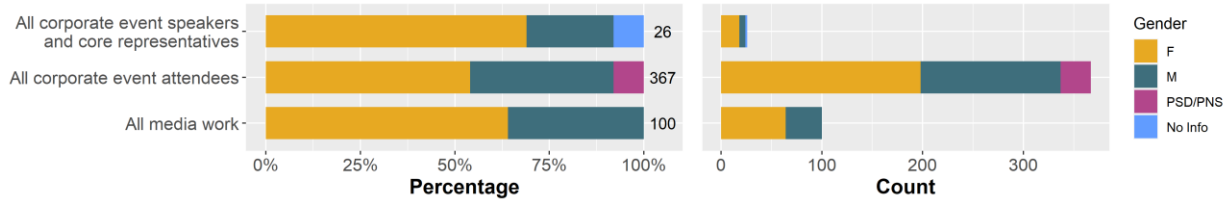

Figure 23: Horizontal bar charts for all corporate event speakers, attendees, and all media work by gender.

Key points

- Gender data collection is very good.
- Overall, there is a greater representation of females across all corporate events (both speakers and attendees) and media events.

7.2 Ethnicity

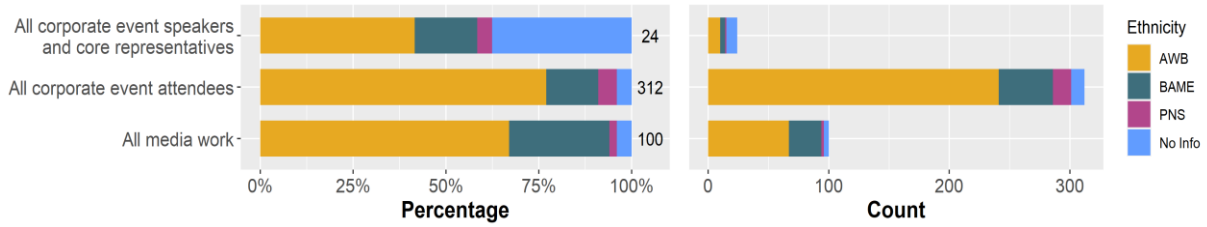

Figure 24: Horizontal bar charts for all corporate event speakers, attendees, and all media work by ethnicity.

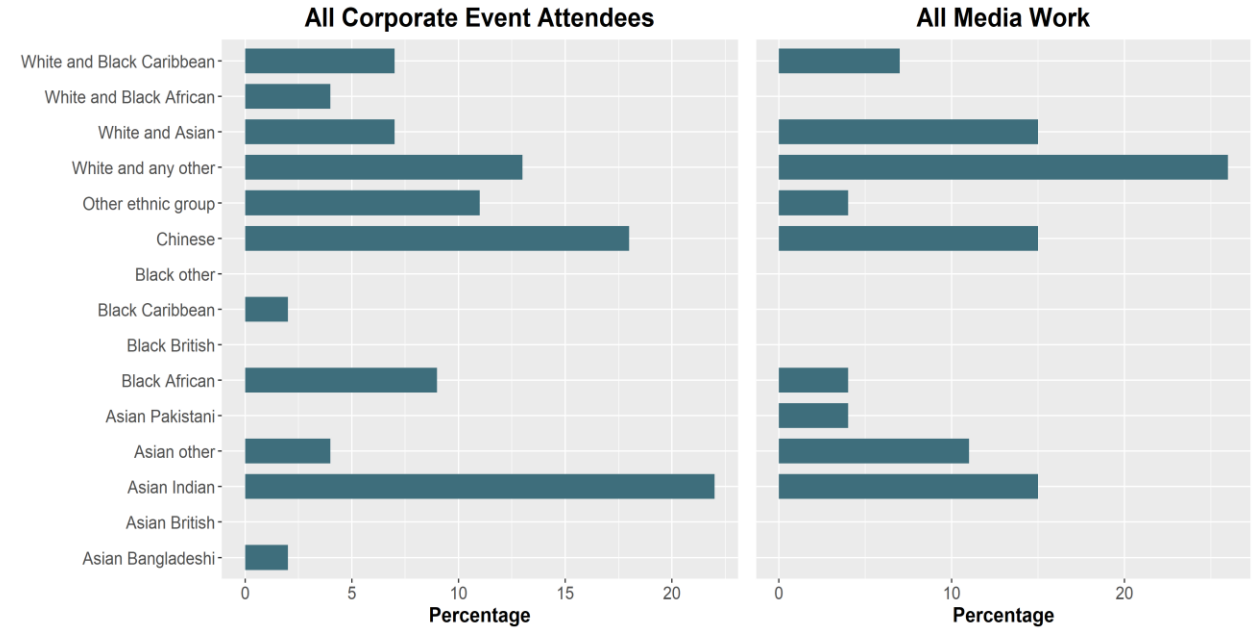

Figure 25: Horizontal bar charts of the percentage breakdown of each category within BAME for all corporate events and all media work.

Key points

- Data collection for ethnicity varies across events but is very good across all corporate events attendees and all media work.
- 77% of all corporate event attendees were AWB and 14% were BAME.
- 67% of all media work were AWB and 27% BAME.
- Of all BAME attendees at corporate events, 22% were Asian Indian, 18% Chinese and 11% Black (Figure 25).
- Within all media work the BAME representatives were 26% White and any other, 25% Asian Indian, 15% White and Asian, 15% Chinese (Figure 25).

7.3 Disability

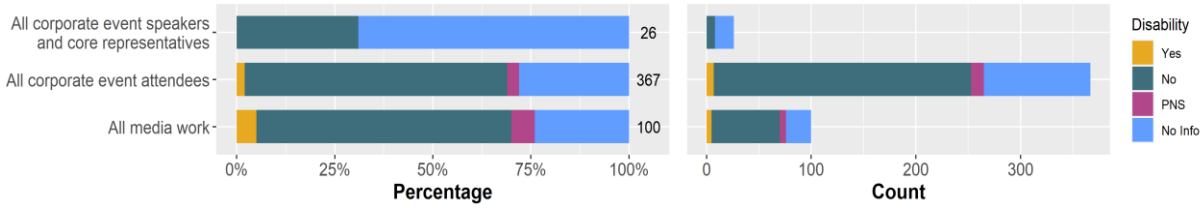

Figure 26: Horizontal bar charts for all corporate event speakers, attendees, and all media work by disability.

Key points

Data collection for disability is poor for many events.

7.4 ED&I narrative

Gender
There is good representation of female attendees and speakers throughout this activity area. However, the annual general meeting has a low female attendee rate and establishing the reason why is important given the good female attendance across other events. The Regional Champion's event in the South East has poor female attendance which is surprising for this geographical location. More could be done to monitor and understand how much geographical location impacts on the diversity of attendees.

Ethnicity
There is stand-out inclusion data and representation during the Regional Champion's event for Wales: both speakers and attendees had good representation of ethnicity. A review of the approach and process for this event should be undertaken to understand best practice learning. Overall ethnicity representation across all corporate events is good if comparing it to national demographics (13% of England and Wales is BAME), however work still needs to be done on pulling through Black British and Caribbean attendees.

Disability
Data collection is poor for disability, an improved method for data collection ahead of events will turn this around. There is a need to collect data from speakers and core representatives as this information is lacking and the Academy can control this better.

Sexual orientation and gender identity
There is information available on gender identity and sexual orientation for only one event, better data capturing methods are needed to improve this.

7.5 Recommendations

- In the current year where most events and meetings have moved online it will be interesting to see how this may have impacted on the diversity of event attendees. A comparison should be made now if there is capacity and opportunity to do so: do not wait for the next diversity report to establish how moving events online impacted reach and diversity.
- Review and assess the event booking diversity form/data capture sheet to ensure it is fit for purpose and inclusive. Build it online in a format that is easy to complete and submit.
- Review and assess the Regional Champion's event in Wales to establish what can be learnt to support diversity in other events.
- Build the responsibility for data capturing into the role that books the speakers for each event.
- Build partnerships with black led media and STEM organisations who focus on a Black African and Caribbean audience (e.g. Girls talk – Stem program, BYP – Black young professionals network, Urban Synergy – mentoring network)

8 Human resources

	Gender				Ethnicity				Disability				Total
	F	M	PSD /PNS	No Info	AWB	BAME	PNS	No Info	Yes	No	PNS	No Info	
Staff shortlist rate	32%	15%	0%	0%	32%	11%	0%	0%	33%	25%	33%	0%	26%
Staff appointment rate	25%	20%	0%	0%	29%	0%	0%	0%	33%	25%	0%	0%	24%

Table 4: Success rates of external staff recruitment broken down by gender, ethnicity, and disability. The shortlist success rate is the proportion of candidates that are shortlisted, and the appointment rate is the proportion of shortlisted candidates that are appointed.

8.1 Gender

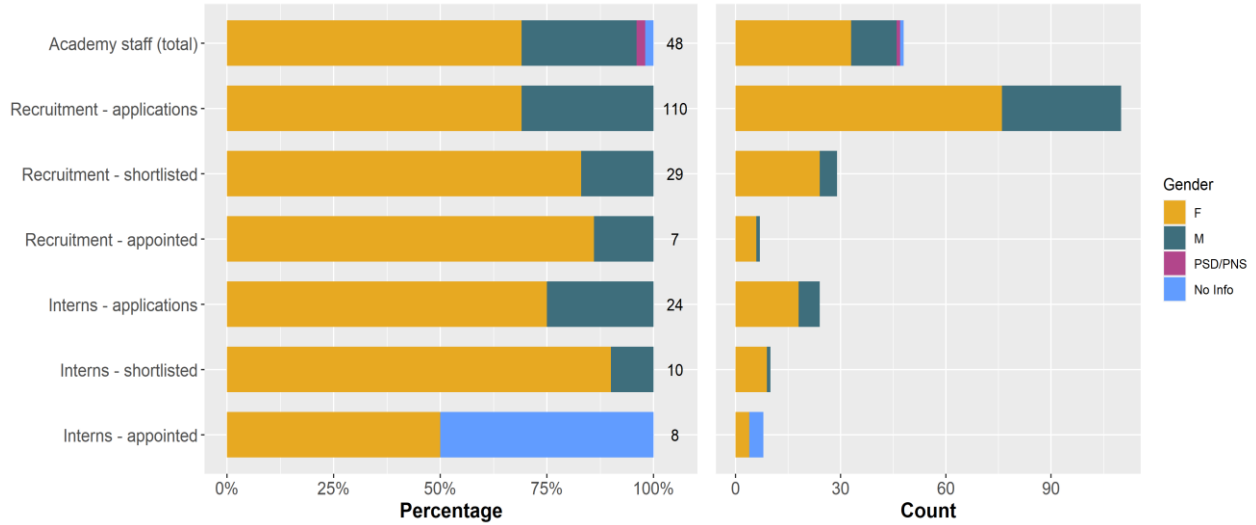

Figure 27: Horizontal bar charts for staff, external staff recruitment and intern recruitment by gender.

Key points

- Data collection is very good for gender except for interns for which 50% is missing (information is not available for 4 out of 8 of the interns).
- The total Academy staff is made up of two-thirds female and one-third male. A similar breakdown is found in terms of applications, but a larger percentage of females were shortlisted (83%) and appointed (86%).
- The staff shortlisting and appointment rates in external recruitment (see Table 4) are higher for females than for males for staff recruitment. 32% of female applicants are shortlisted for jobs compared to 15% of male applicants and of those shortlisted, 25% of female candidates are recruited compared to 20% of male candidates. However, these differences are not statistically significant.

8.2 Ethnicity

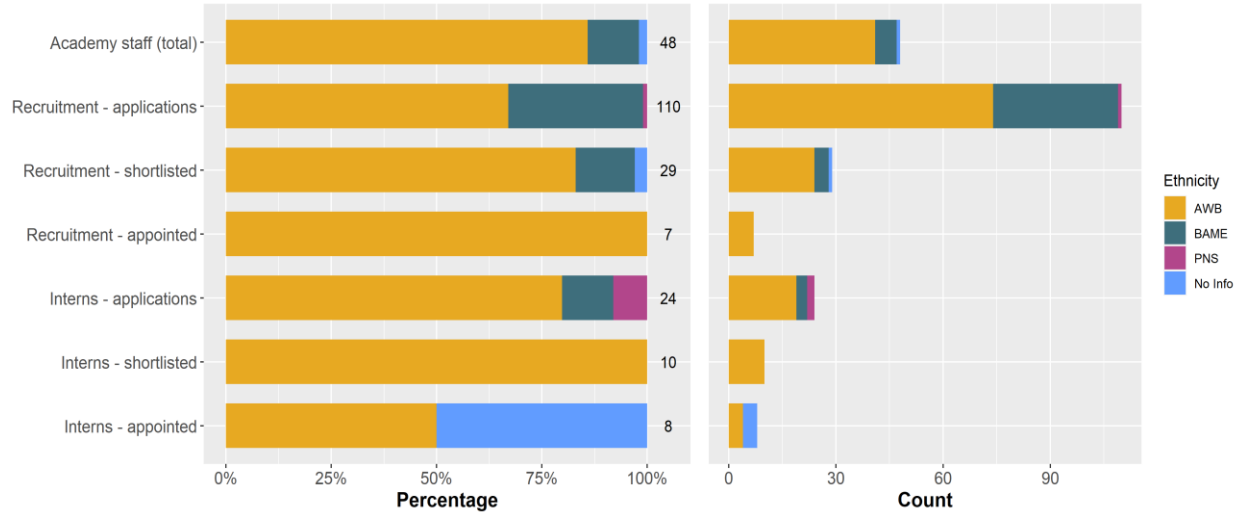

Figure 28: Horizontal bar charts for staff, external staff recruitment and intern recruitment by ethnicity.

Key points

- Data collection is very good for ethnicity except for interns.
- Staff are 12% BAME which is a reduction of 4% since last year (in 2018/19 there were 8 BAME staff members and this year there are 6).
- Whilst applications for external recruitment are made up of 67% AWB and 32% BAME, a greater percentage of AWB applicants were shortlisted than BAME applicants and no declared BAME candidates were recruited externally this year; this is reflected in the shortlist and appointment rates for AWB and BAME applicants (Table 4). The difference in shortlist rates between AWB applicants and BAME applicants (32% vs. 11%) is found to be statistically significant.

8.3 Disability

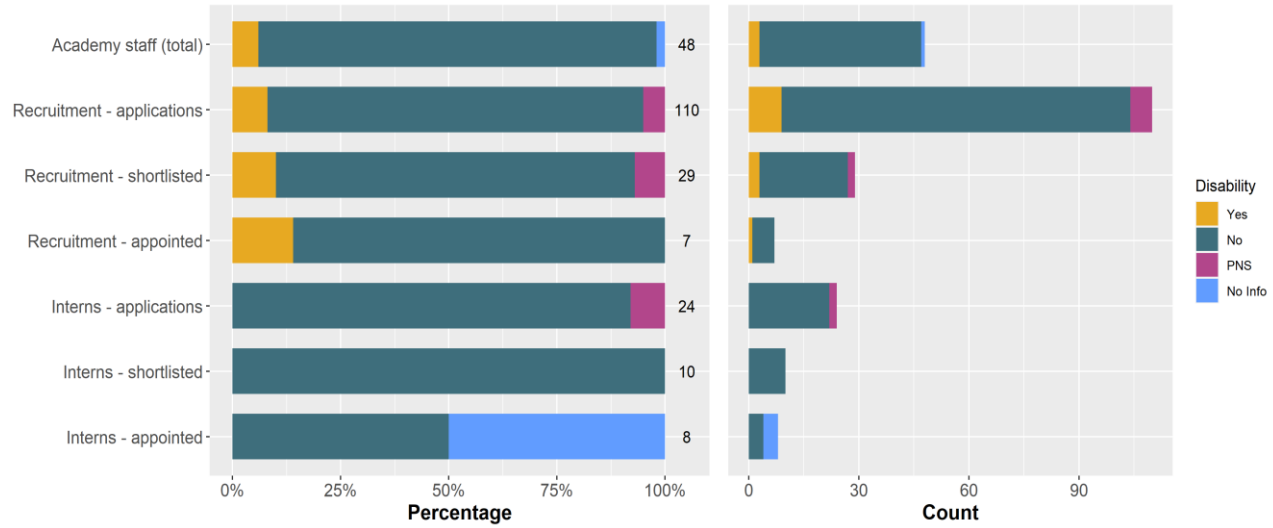

Figure 29: Horizontal bar charts for staff, external staff recruitment and intern recruitment by disability.

Key points

- Data collection is very good for disability except for interns.
- 6% of academy staff have a disability and 1 of the 7 staff members recruited this year has a disability.

8.4 ED&I narrative

Gender

There is a clear bias towards shortlisting and appointing female candidates. Whilst they do apply for more roles at the Academy, the bias continues in shortlisting where female candidates are disproportionately shortlisted more often compared to male candidates. There is an imbalance in staff gender which should be addressed in any future recruitment drives. Where the Academy advertises, the language used, who is on the recruitment panels, and who manages the application process, are all points where bias can play a part. These areas need to be reviewed to add gender balance across the organisation and ensure a diversity of voice and thought.

Ethnicity

There is a statistically significant difference in the rate of hiring AWB over BAME applicants. There needs to be a purposeful inclusive recruitment drive to embed change to increase diversity of thought and voice into the organisation

In each round of external recruitment for interns and recruitment roles this year, BAME candidates were present in the application process, but there was a zero-conversion rate. If this continues and coupled with the decline of BAME staff members due to staff turnover, the Academy would soon have a workforce with zero BAME staff. Typically, where there is such a low conversion rate of BAME candidates its either due to bias in the recruitment system and or process (recruitment policy, recruitment questions, recruitment advertising, screening methods, scoring methods), affinity or other bias from the hiring manager or a lack of awareness and understanding of applying equity into the recruitment process. Comparable organisations are taking a purpose-driven approach to screening diverse candidates into the organisation. Be mindful that screening in diversity alone is not enough if those diverse candidates do not feel included or that they belong once appointed. Work

will need to be done with staff to support learning and unlearning of inclusive leadership and inclusive workplace environments.

Sexual orientation and gender identity
Sexual orientation and gender identity are collected for all staff and 10% of staff are LGBTQ+. There is evidence of othering in internal staff measuring and monitoring when information such as Prefer not to say (PNS) and Prefer to self identify (PSI) are combinedtogether. This is a concern and data should be presented with better clarity to preserve the ability to self-identify. With a 10% staff representation of LGBTQ+, the Academy should look at what support is in place for LGBTQ+ staff to ensure they belong and can bring their authentic selves to work. It is important to consider questions such as: what support is in place for LGBTQ+ colleagues? Is there is a clear mission and policy for supporting LGBTQ+ colleagues in the workplace? Do people have access to counselling and employee assistance programme services with individuals who specialise in the support they need? Are there LGBTQ+ benefits, and is the physical office a gender-neutral environment? It is also important that sexual orientation, gender identity and the experience and triggers of the LGBTQ+ identity is shared through dialogue and education. For example a microaggression is sometimes viewed as an incident that can only occur in the context of race, whereas microaggressions and microinvalidations are repeatedly happening in the LGBTQ+ communities and the program of diverse education must loudly share this learning.

8.5 Benchmarking

Comparator and other sector organisations collect and use a lot more data than the Academy does to assess staff and recruitment diversity. A good example of HR reporting on diversity data is shared by NICE. In addition to the measures taken by the Academy there should be reporting on diversity of age demographics to see what ages are hired more often and a layering of diversity on the levels of hierarchy in organisation.

8.6 Recommendations

- Review and audit recent recruitment practices to establish why BAME candidates for roles and internships are rejected, identify the reasons given and the process used to enable learning and share where bias may have taken place.
- Conduct inclusive recruiting training for all hiring managers and the recruitment team, enabling them to challenge and be more inclusive in their recruitment approach.
- Review and implement changes to the recruitment process, who is screening and shortlisting, what method is being used (skills matrix, hiring strategy meetings/shortlisting matrix) to increase a diversification of candidates and more shortlisting that differs from the majority group.
- Breakdown disability further by measuring the type of disability to better support the individual diverse needs of the employees.
- Implement a learning session about intersectionality.
- Add more reporting insights areas e.g. age demographics, hierarchy diversity, leaver diversity data.
- Ensure there are policies for supporting diverse employees making clear what support is available and a zero tolerance to harassment or bullying against them.
- Review all employee benefits and employee assistance programme support with an intersectional lens to ensure all colleagues can benefit equally from them.

9 Future data collection and reporting

The Academy is invested in collecting diversity data across all seven key activities and is successful in this task as is evident by the outputs and insights in this report. Below are a set of additional data collection and analysis recommendations that the Academy could consider in the future that could aid and facilitate their diversity work.

- Improved data collection on disability in certain key areas (e.g. governance) and on gender identity and sexual orientation over most key areas.
- Consider re-categorising the options for gender and ethnicity to improve inclusivity.
- Examine and compare the demographic breakdowns of events that have in previous years been only open to in-person attendees and now have the option of or are exclusively virtual attendance (due to the COVID-19 pandemic). This would allow a better understanding of whether virtual attendance results in a more inclusive event and should be made available more widely across Academy events.
- Collect data on grant values to allow an analysis of how the values of grant varies across gender or ethnicity, for example. For this analysis to take place, data would need to be collected at an individual anonymised level (i.e. for each grant awarded the details of the grant and the demographics of the awardee).
- Currently all data are aggregated to each breakdown (gender, ethnicity, disability etc.). This allows an exploration of each breakdown individually but does not allow for any intersectional analysis (exploring how key activities breakdown over multiple categories). To do this work, the Academy would need the underlying anonymised individual data of the demographic breakdown for everyone. This would allow an analysis to look across categories.
- Ahead of any other diversity data reporting there needs to be active improvement in the gathering of that data. A review of the collection of all EDI data across the Academy should be undertaken. Data collection for events must be linked with the booking systems, and the dedicated team member responsible for booking speakers should also be responsible for capturing the data of speakers. This can be done on the speakers' behalf with their steer and chase.
- There is a distinct lack of gender identity and sexuality data across all areas and there is also othering language used when inviting individuals to disclose who they are. A more inclusive approach must be adopted to capture this important EDI data to support evidence of change.
- It is unlikely that the insights and conclusions of this report will change greatly on an annual basis except in those key activities where changes have been made. Therefore, rather than repeating this report on an annual basis, the Academy should focus on those key activities where specific action has been taken as a consequence of this report to identify and quantify the impact of these actions. The Academy should consider repeating the analysis in this report every 3 to 5 years to update their knowledge and understanding of the diversity throughout their organisation.

Appendix: Data tables

Governance

	Gender				Ethnicity				Disability	Gender Identity & Sexuality	Total People
	% F	% M	% PSD /PNS	% No Info	% AWB	% BAME	% PNS	% No Info	% No Info		
Total Advisory Committees 2019	55	45	0	0	82	2	2	12	45		40
Total Advisory Committees 2020	46	54	0	0	81	3	0	16	**78**		37
Council 2019	59	41	0	0	82	**0**	6	12	**76**		17
Council 2020	47	53	0	0	82	6	0	12	**71**		17
Officers 2019	**33**	67	0	0	67	**0**	0	33	**67**		6
Officers 2020	**33**	67	0	0	67	**0**	17	17	**67**	**No info available**	6
Finance Committee 2019	50	50	0	0	50	**0**	0	50	**83**		6
Finance Committee 2020	50	50	0	0	33	**0**	0	**67**	**83**		6
Fellowship Committee 2019	62	38	0	0	88	12	0	0	0		8
Fellowship Committee 2020	60	40	0	0	**100**	**0**	0	0	**100**		5
Regional Champions 2018/19	44	56	0	0	**100**	**0**	0	0	0		9
Regional Champions 2019/20	**33**	67	0	0	**100**	**0**	0	0	**78**		9

Table 5: Percentage breakdown of gender, ethnicity, and disability for Governance.

Fellowship

	Gender				Ethnicity				Disability				Total People
	% F	% M	% PSD /PNS	% No Info	% AWB	% BAME	% PNS	% No Info	% Yes	% No	% PNS	% No Info	
Total Fellowship	**20**	79	1	0	77	7	1	15	1	12	0	**79**	1329
Fellowship (clinical)	**14**	85	1	0	75	8	1	16	0	17	0	**82**	653
Fellowship (non-clinical)	**26**	73	1	0	79	6	2	13	1	23	0	**75**	676
Sectional Committee Members 2020	47	53	0	0	89	9	0	2	2	98	0	0	90
Sectional Committee Chairs 2020	50	50	0	0	75	12	0	12	0	100	0	0	8
New candidates 2019/20	**29**	71	0	0	87	9	1	3	2	98	0	0	116
Total candidates 2019/20	**30**	70	0	0	84	12	0	4	7	93	0	0	415
Shortlisted candidates 2019/20	**32**	68	0	0	80	16	1	3	5	95	0	0	117
2020 New Fellows	38	62	0	0	86	12	0	2	0	0	0	**100**	50

Table 6: Percentage breakdown of gender, ethnicity, and disability for the Fellowship.

	Gender Identify same as birth?			
	% Yes	% No	% PNS	% No Info
Sectional Committee Members 2020	100	0	0	0
Sectional Committee Chairs 2020	100	0	0	0
New candidates 2019/20	100	0	0	**0**
Total candidates 2019/20	100	0	0	0
Shortlisted candidates 2019/20	100	0	0	0
2020 New Fellows	100	0	0	0

Table 7: Percentage breakdown of gender identity for the Fellowship. (Note there is no information on sexual orientation).

Grants

	Gender				Ethnicity				Disability				Total People
	% F	% M	% PSD /PNS	% No Info	% AWB	% BAME	% PNS	% No Info	% Yes	% No	% PNS	% No Info	
All grants awarded	50	48	2	0	59	37	3	1	3	91	5	1	220
All grants applied	39	60	1	0	45	51	3	0	3	93	4	0	1005
All grant panels (excl. HEI Champs)	35	47	0	18	60	8	0	33	0	31	0	**69**	89
All UK grants awarded	54	43	3	0	78	18	4	0	5	91	4	0	100
All UK grants applied	46	52	2	0	74	23	3	0	4	91	5	0	271
All UK grant panels (excl. HEI Champs)	42	58	0	0	74	9	0	16	0	23	0	**77**	43
All international grants awarded	48	52	1	0	43	52	2	2	2	92	5	2	120
All international grants applied	36	63	1	0	35	62	4	0	2	94	4	0	734
All international grant panels	**28**	37	0	35	46	7	0	48	0	39	0	**61**	46

Table 8: Percentage breakdown of gender, ethnicity, and disability for grants. Note the UK grant panel aggregates in this table do not include the data collected for HEI Springboard Champions as the Academy does not appoint HEI Champions, but their breakdown is provided for information in the table below.

	Gender				Ethnicity				Disability				Total People
	% F	% M	% PSD /PNS	% No Info	% AWB	% BAME	% PNS	% No Info	% Yes	% No	% PNS	% No Info	
UK GRANTS													
Starter grants for clinical lectures round 22 applicants	44	56	0	0	59	38	3	0	5	92	3	0	61
Starter grants for clinical lectures round 22 awards	38	62	0	0	67	33	0	0	5	95	0	0	21
Starter grants for clinical lectures round 23 applicants	37	60	3	0	75	21	4	0	1	95	4	0	73
Starter grants for clinical lectures round 23 awards	54	42	4	0	77	15	8	0	0	96	4	0	26
Springboard Round 5 applicants	54	44	2	0	79	18	2	0	7	88	6	0	121
Springboard Round 5 awards	61	35	4	0	84	12	4	0	8	88	4	0	49
AMS Professorship Scheme round 2 applicants	**12**	88	0	0	88	12	0	0	0	100	0	0	8
AMS Professorship Scheme round 2 awards	50	50	0	0	**100**	**0**	0	0	0	100	0	0	2
AMS Professorship Scheme round 3 applicants	62	38	0	0	75	25	0	0	0	88	12	0	8
AMS Professorship Scheme round 3 awards	50	50	0	0	50	50	0	0	0	50	50	0	2
Grant panel - Starter grants	**33**	67	0	0	67	17	0	17	0	0	0	**100**	12
Grant panel – Springboard	53	47	0	0	87	7	0	7	0	0	0	**100**	15

	Gender				Ethnicity				Disability				Total People
	% F	% M	% PSD /PNS	% No Info	% AWB	% BAME	% PNS	% No Info	% Yes	% No	% PNS	% No Info	
Springboard - Round 5 HEI champions	**24**	76	0	0	37	8	3	**52**	0	0	0	**100**	63
Grant panel – INSPIRE	**30**	70	0	0	50	10	0	40	0	100	0	0	10
Grant panel - AMS Professorships	50	50	0	0	**100**	**0**	0	0	0	0	0	**100**	6
International Grants													
NAF Newton Advanced Fellowship Round 11 (China) applicants	43	57	0	0	0	100	0	0	0	100	0	0	7
NAF Newton Advanced Fellowship Round 11 (China) awards	50	50	0	0	0	75	0	25	0	75	0	25	4
NAF Newton Advanced Fellowship Round 12 (Brazil) applicants	50	50	0	0	86	14	0	0	7	93	0	0	14
NAF Newton Advanced Fellowship Round 12 (Brazil) awards	67	**33**	0	0	67	33	0	0	33	67	0	0	3
NIF Newton international fund Round 7 applicants	64	36	0	0	45	55	0	0	0	100	0	0	11
NIF Newton international fund Round 7 awards	40	60	0	0	40	40	0	20	0	80	0	20	5
UK-India AMR Visiting Professorships round 3 applicants	**33**	67	0	0	**100**	**0**	0	0	0	100	0	0	3
UK-India AMR Visiting Professorships round 3 awards	**33**	67	0	0	**100**	**0**	0	0	0	100	0	0	3
Turnberg Round 12 applicants	54	44	2	0	46	46	7	0	0	100	0	0	41
Turnberg Round 12 awards	52	43	4	0	48	43	9	0	0	100	0	0	23
GCRF Networking Round 5 applicants - UK partners	38	61	2	0	48	48	3	0	1	94	5	0	145

	Gender				Ethnicity				Disability				Total People
	% F	% M	% PSD /PNS	% No Info	% AWB	% BAME	% PNS	% No Info	% Yes	% No	% PNS	% No Info	
GCRF Networking Round 5 applicants - international partners	**30**	70	0	0	14	83	3	0	3	95	1	0	145
GCRF Networking Round 5 awardees - UK partners	57	43	0	0	67	33	0	0	0	100	0	0	21
GCRF Networking Round 5 awardees - international partners	**33**	67	0	0	10	90	0	0	0	100	0	0	21
GCRF Networking Round 6 applicants - UK partners	37	61	2	0	58	39	3	0	3	90	7	0	184
GCRF Networking Round 6 applicants - international partners	**32**	68	1	0	10	85	5	0	2	95	3	0	184
GCRF Networking Round 6 awardees - UK partners	65	35	0	0	70	30	0	0	0	80	20	0	20
GCRF Networking Round 6 awardees - international partners	**30**	70	0	0	20	75	5	0	5	85	10	0	20
Grant panel – Turnberg	50	50	0	0	83	**0**	0	17	0	100	0	0	6
Grant panel - Newton NIF	50	50	0	0	33	**0**	0	**67**	0	33	0	**67**	6
Grant panel - Newton NAF	50	50	0	0	75	**0**	0	25	0	75	0	25	4
Grant panel - UK-India AMR Visiting Professorships	**11**	44	0	44	44	11	0	44	0	0	0	**100**	9
Grant panel - GCRF networking	**19**	**24**	0	**57**	33	10	0	**57**	0	33	0	**67**	21

Table 9: Percentage breakdowns for all individual grants by gender, ethnicity and disability.

Career Development Programmes

	Gender				Ethnicity				Disability				Total People
	% F	% M	% PSD /PNS	% No Info	% AWB	% BAME	% PNS	% No Info	% Yes	% No	% PNS	% No Info	
All careers judges/committees	47	50	0	0	69	14	0	17	0	22	0	**78**	36
All careers events (speakers)	56	44	0	0	85	11	0	4	0	26	0	**74**	27
All careers programme participants (SUSTAIN + FLIER)	Totals not provided: SUSTAIN is female only				84	15	2	0	2	98	0	0	61
Mentors	43	57	0	0	64	21	0	14	0	0	0	**100**	28
Mentees	47	35	0	18	59	12	1	29	1	71	0	29	92
Mentoring skills workshops (attendees)	50	43	7	0	61	30	9	0	2	89	9	0	119
Career development events (attendees)	68	**31**	1	0	60	36	3	0	5	92	3	0	96
Career development events (speakers)	50	50	0	0	83	17	0	0	0	0	0	**100**	12
Winter Meeting 2019 (Research in 3 competition)	38	62	0	0	38	38	0	25	0	75	0	25	8
Winter Meeting 2019 (oral competition)	50	50	0	0	50	50	0	0	0	100	0	0	4
Winter Meeting 2019 (poster competition)	36	64	0	0	52	32	0	16	0	84	0	16	25
Winter Meeting 2019 (all attendees)	47	53	0	0	46	32	2	21	0	79	0	21	57
Turnberg conference (oral competition)	38	62	0	0	0	0	0	**100**	0	0	0	**100**	16

	Gender				Ethnicity				Disability				Total People
	% F	% M	% PSD /PNS	% No Info	% AWB	% BAME	% PNS	% No Info	% Yes	% No	% PNS	% No Info	
Turnberg conference (poster competition)	45	55	0	0	0	0	0	**100**	0	0	0	**100**	62
Turnberg conference (Research in 3 competition)	43	57	0	0	0	0	0	**100**	0	0	0	**100**	7
Turnberg conference (keynote speakers)	67	**33**	0	0	67	**0**	0	33	0	67	0	33	3
Turnberg conference (all attendees)	44	56	0	0	53	40	7	0	0	79	1	20	86
SUSTAIN applicants - round 4	100	**0**	0	0	85	15	0	0	5	91	4	0	78
SUSTAIN participants - round 4	100	**0**	0	0	96	4	0	0	4	96	0	0	24
SUSTAIN event speakers	71	**29**	0	0	86	14	0	0	0	0	0	**100**	7
FLIER Cohort 1	47	53	0	0	88	6	6	0	0	100	0	0	17
FLIER Cohort 2	61	39	0	0	72	28	0	0	0	100	0	0	18
FLIER applicants - round 2	59	41	0	0	66	34	0	0	3	97	0	0	32
FLIER Cohort 1 end of year dinner	**54**	42	4	0	**79**	**10**	12	0	2	31	0	67	52
FLIER Cohort 2 launch dinner	**51**	43	6	0	**74**	**14**	12	0	0	90	10	0	69
FLIER event speakers	40	60	0	0	**100**	**0**	0	0	0	100	0	0	5
COVID career support space advisory group	60	40	0	0	70	30	0	0	0	30	0	**70**	10

	Gender				Ethnicity				Disability				Total People
	% F	% M	% PSD /PNS	% No Info	% AWB	% BAME	% PNS	% No Info	% Yes	% No	% PNS	% No Info	
Winter Meeting 2019 (judges)	44	44	0	11	67	**0**	0	33	0	33	0	**67**	9
Mentoring advisory group 2019	44	56	0	0	56	11	0	33	0	22	0	**78**	9
FLIER task force	38	62	0	0	88	12	0	0	0	0	0	**100**	8

Table 10: Percentage breakdown of gender, ethnicity, and disability for career development events. There is limited information on gender identity and sexual orientation with data recorded for only some events and therefore breakdowns are not given.

	Gender Identify same as birth?				What best describes your sexual orientation?				
	% Yes	% No	% PNS	% No Info	% LGBTQ+	% Hetero	% PSD	% PNS	% No Info
Mentees	63%	0%	0%	37%	1%	15%	0%	1%	83%
Mentoring skills workshops (attendees)	90%	0%	10%	0%	2%	61%	0%	38%	0%
Career development events (attendees)	98%	0%	2%	0%	0%	0%	0%	0%	100%
Turnberg conference (all attendees)	79%	0%	1%	20%	0%	0%	0%	0%	100%
SUSTAIN applicants – round 4	97%	1%	1%	0%	4%	88%	0%	8%	0%
SUSTAIN participants – round 4	100%	0%	0%	0%	4%	0%	0%	8%	88%
SUSTAIN event speakers	0%	0%	0%	100%	0%	0%	0%	0%	100%
FLIER Cohort 1	100%	0%	0%	0%	0%	0%	0%	0%	100%
FLIER Cohort 2	100%	0%	0%	0%	6%	94%	0%	0%	0%
Flier applicants – round 2	100%	0%	0%	0%	3%	91%	0%	6%	0%

Table 11: Percentage breakdown of gender identity and sexual orientation for Career events (the remaining events did not or had limited information collected for these breakdowns).

Policy (UK and International)

	Gender				Ethnicity				Disability				Total People
	% F	% M	% PSD /PNS	% No Info	% AWB	% BAME	% PNS	% No Info	% Yes	% No	% PNS	% No Info	
All policy events (attendees)	52	40	2	6	37	24	4	35	3	59	3	35	1388
All policy events (speakers)	37	60	0	2	17	13	0	**71**	1	19	1	**80**	197
All UK Working/Oversight/Steering Groups	49	51	0	0	48	10	0	42	3	54	1	42	89
All International Working/Oversight/Steering Groups	42	58	0	0	27	17	0	**57**	0	43	0	**57**	59
All FORUM events (attendees)	51	44	3	2	34	13	5	47	4	45	4	47	492
All FORUM events (speakers)	35	59	0	6	22	7	0	**71**	1	26	1	**71**	69
All MSP events (attendees)	50	49	0	0	40	6	2	**52**	3	43	2	**52**	242
All MSP events (speakers)	47	53	0	0	2	**0**	0	**98**	0	2	0	**98**	43
All international policy events (attendees)	53	**33**	2	10	37	40	3	20	2	76	3	19	654
All international policy events (speakers)	**34**	65	0	0	20	24	0	**56**	0	21	0	**79**	85

Table 12: Percentage breakdown of gender, ethnicity, and disability for policy events.

	Gender Identify same as birth?				What best describes your sexual orientation?			
	% Yes	% No	% PNS	% No Info	% LGBTQ+	% Hetero	% PNS	% No Info
All policy events (attendees)	62	0	3	35	1	16	1	**82**
All policy events (speakers)	20	0	0	**80**	1	16	2	**82**
All UK Working/Oversight/Steering Groups	58	0	0	42	3	52	4	42
All International Working/Oversight/Steering Groups	43	0	0	**57**	5	27	2	**67**
All FORUM events (attendees)	49	0	4	47	0	5	0	**95**
All FORUM events (speakers)	29	0	0	**71**	1	25	3	**71**
All MSP events (attendees)	45	0	2	52	1	26	3	**69**
All MSP events (speakers)	2	0	0	**98**	0	2	0	**98**
All international policy events (attendees)	79	0	2	19	1	21	1	**76**
All international policy events (speakers)	21	0	0	**79**	0	15	1	**84**

Table 13: Percentage breakdown of gender identity and sexual orientation for policy events.

Corporate Affairs and Communications

	Gender				Ethnicity				Disability				Total People
	% F	% M	% PSD /PNS	% No Info	% AWB	% BAME	% PNS	% No Info	% Yes	% No	% PNS	% No Info	
All corporate event speakers and core representatives	69	**23**	0	8	42	17	4	38	0	31	0	**69**	26
All corporate event attendees	54	38	8	0	77	14	5	4	2	67	3	28	367
All media work	64	36	0	0	67	27	2	4	5	65	6	24	100
Regional champions events (speakers) - Wales	100	**0**	0	0	60	40	0	0	0	60	0	40	5
Regional champions events (attendees) - Wales	64	**34**	2	0	66	30	5	0	2	84	14	0	44
Regional champions events (speakers) - South East	**0**	100	0	0	**100**	**0**	0	0	0	50	0	50	2
Regional champions events (attendees) - South East	**31**	69	0	0	88	6	6	0	0	94	0	6	16
Regional champions events (speakers) - East Anglia	100	**0**	0	0	50	**0**	50	0	0	0	0	**100**	2
Regional champions events (attendees) - East Anglia	**0**	**0**	0	0	0	**0**	0	0	0	0	0	0	0
AMS Networking event (attendees)	65	**31**	3	0	81	14	5	0	3	93	4	0	143
AMSlive (speakers)	43	**29**	0	29	43	**0**	0	**57**	0	60	0	40	7
AMSlive (attendees)	45	45	10	0	76	16	8	0	2	98	0	0	51
Café Culture (attendees)	**11**	47	42	0	42	5	0	**53**	0	0	0	**100**	19

	Gender				Ethnicity				Disability				Total People
	% F	% M	% PSD /PNS	% No Info	% AWB	% BAME	% PNS	% No Info	% Yes	% No	% PNS	% No Info	
The Departure Lounge networking breakfast (speakers)	100	**0**	0	0	0	0	0	**100**	0	0	0	**100**	2
The Departure Lounge networking breakfast (attendees)	64	**16**	20	0	0	0	0	**100**	0	0	0	**100**	55
The Departure Lounge at the Science Museum (speakers/hosts)	75	**25**	0	0	0	0	0	**100**	0	0	0	**100**	4
Annual General Meeting (2019/20) (attendees)	**31**	69	0	0	90	5	3	3	3	28	0	**69**	39
Lectures - Shanks (2019 speakers)	100	**0**	0	0	50	50	0	0	0	0	0	**100**	2
Lectures - Shanks (total speakers to date)	**25**	43	32	0	32	7	32	29	0	0	0	**100**	28
MedSciLife profiles	50	50	0	0	0	50	0	50	0	50	0	50	2
Media - Media training (general group sessions)	71	**29**	0	0	63	31	3	3	6	84	6	3	62
Media - Media training (pre-launch messaging)	40	60	0	0	70	20	0	10	10	30	10	50	10
Media - press briefing panellists	58	42	0	0	75	17	0	8	0	42	8	50	12
Media - added to SMC database	56	44	0	0	75	25	0	0	0	19	0	**81**	16

Table 14: Percentage breakdown of gender, ethnicity, and disability for corporate events.

	Gender Identity same as birth?				What best describes your sexual orientation?			
	% Yes	% No	% PNS	% No Info	% LGBTQ+	% Hetero	% PNS	% No Info
AMS Networking Event (attendees)	94	0	6	0	4	41	17	38

.Table 15: Percentage breakdown of gender identity and sexual orientation for the AMS Networking event (the remaining events did not or had limited information collected for these breakdowns).

Human Resources

	Gender				Ethnicity				Disability				Total People
	% F	% M	% PSD /PNS	% No Info	% AWB	% BAME	% PNS	% No Info	% Yes	% No	% PNS	% No Info	
Academy staff (total)	69	**27**	1	2	85	12	0	2	6	92	0	2	48
Recruitment - applications	69	**31**	0	0	67	32	1	0	8	86	5	0	110
Recruitment - shortlisted	83	**17**	0	0	83	14	0	3	10	83	7	0	29
Recruitment - appointed	86	**14**	0	0	**100**	**0**	0	0	14	86	0	0	7
Interns - applications	75	**25**	0	0	79	12	8	0	0	92	8	0	24
Interns - shortlisted	90	**10**	0	0	**100**	**0**	0	0	0	100	0	0	10
Interns - appointed	50	**0**	0	50	**500**	**0**	0	50	0	50	0	50	8

Table 16: Percentage breakdown of gender, ethnicity, and disability for human resources.

	Gender Identify same as birth?				What best describes your sexual orientation?			
	% Yes	% No	% PNS	% No Info	% LGBTQ+	% Hetero	% PNS	% No Info
Academy staff (total)	96	2	0	2	10	85	2	2

Table 17: Percentage breakdown of gender identify and sexual orientation for total academy staff.