The Academy *of* Medical Sciences

Diversity across Academy programmes report 2016/17

This report is presented by the Academy's Diversity Champions - Professor Dame Jessica Corner DBE FMedSci and Professor Jim Smith FRS FMedSci. The diversity Champions sit on the Academy's Council. At the time this data was collected Professor Jane Norman FMedSci was serving as a Diversity Champion, before retiring from Council in December 2017.

Introduction

This is the third annual report of diversity data collected across the various programmes at the Academy of Medical Sciences. Until now the report has been considered only by the Academy's Council, but we are delighted to share the report more widely this year. We are also pleased that the report has been expanded each year, initially only reporting on gender, and now covering gender and ethnicity with data now also being collected on disability.

The type of diversity data we report, and the way we collect and record it, has also developed over the years. Nevertheless, there is still work to do and the Academy team is working hard to standardise information across the programmes and to continue to evolve our data collection practices and processes. This of course supports our wider aim to improve diversity across all areas of our activity and working practices.

In addition to regular monitoring and reporting of diversity data the Academy undertakes a number of practical initiatives to encourage diversity and equality of opportunity in biomedical and health research.
- Our Fellowship committee, Chaired by the Registrar Professor Philippa Saunders FMedSci, reviews the election process each year to ensure that the pool of candidates proposed for election to the Academy is drawn from the breadth of medical science, and is as diverse as possible.
- Our SUSTAIN programme supports women researchers to thrive in their independent research careers. It provides an innovative programme of training and support to develop participants' leadership and career potential.
- Since 2014 the Academy has developed and implemented initiatives with the overall aim of increasing the number of women commenting in the UK news media. Not just to ensure journalists have access to the best experts available, but also to provide highly visible role models of senior scientists to inspire the next generation of women researchers and scientific leaders. 99 women have now participated in the programme with participates going on to give interviews on the Today programme BBC News, Woman's Hour, Telegraph, BBC World Service, The Mirror, The Life Scientific, The Guardian, BBC Health Online and Huffington Post
- Our #MedSciLife campaign brings together personal stories of those working in medical and health research to promote different working practices and explore how passions and achievements outside work can influence careers.
- The Academy also plays an active role on committees such as the Athena Forum and we work in partnership with the other National Academies, the Royal Colleges and learned societies to support their diversity initiatives.

This report presents diversity data in the following areas:
1. Governance and advisory groups
2. Fellowship
3. Grant schemes
4. Career development programmes
5. Policy
6. Communications and corporate affairs
7. Human Resources

Each section includes highlights, information on areas of improvement or concern, and a top level summary of key data. Information has been collected across programmes for the period September 2016 to September 2017.

In summer 2017 a survey was sent to all Academy Fellows to collect information on gender, ethnicity and disability. This survey has enabled us to increase the ethnicity data held on the Fellowship from 33% to 81% of Fellows. Our current ethnicity categories aim to collect, record and present information in the simplest way possible. We ask a single question and do not combine information on ethnicity with nationality, place of birth or citizenship, although we are looking at ways to include such data in the future.

Following the launch of Flexigrant, our new grant application system, we are now able to collect and report standardised information on gender and ethnicity for applicants and awardees in each new grant round. Collecting self-reported diversity data from events and for groups and committees including non Fellows remains a challenge. In 2018 we will explore how to include some form of data collection into our online event booking, and committee recruitment processes.

Benchmarking
The Academy's Council looks very closely at any areas where women represent less than 30% - a 'red flag' for attention and remediation where possible. This can be a challenge when women represent only 18% of the total Fellowship. The gender distribution of each annual cohort of new Fellows (which averages at 34% over the last 5 years) will help to improve the number of women Fellows over time.

Amongst comparator organisations, only the Royal Society and the Learned Society of Wales publish an annual diversity data reports. The 2016 Royal Society report shows that 8% of their Fellows are women.[1] HESA data indicate that around 25% of all professors in UK Higher Education Institutions are women. HESA data can be broken down by costs centre, which shows that 28% of Professors of Clinical medicine are women (there is no such cost centre covering medical sciences.[2] The 2017 Medical Schools Council Survey of Medical Clinical Academic Staffing Levels indicates that about 17% of clinical research professors are women.[3]

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[1] https://royalsociety.org/~/media/policy/topics/diversity-in-science/2016%20Diversity%20data%20report%20FINAL.pdf?la=en-GB
[2] https://www.hesa.ac.uk/data-and-analysis/staff/employment and https://www.hesa.ac.uk/collection/c17025/a/ccentre
[3] https://www.medschools.ac.uk/media/2026/medical-clinical-academic-staffing-levels-2017.pdf

Only 8% of our Fellows identify as non-white ethnicity, and there is a great deal of work to do to increase ethnic diversity amongst candidates and elected Fellows, particularly amongst our committees, advisory groups, panels and speakers. Other National Academies do not currently report on the ethnicity of their Fellowship for comparisons. HESA data shows that 9% of all Professors in UK Higher Education Institutions identify as non-white and 11% of Professors of Clinical medicine identify as non-white as above there is no single costs centre for medical sciences.

1. Governance and advisory groups

	% F	% M	% white	% BAME	% mixed	% pns or other
Academy Governance committees	37	63	95	0	0	5
All advisory committees	47	53				

- The gender diversity of our governance and advisory committees has changed little from year to year.
- Membership of Council is voted for by the Fellowship and determined by who stands for election, but we work to encourage a diversity of candidates.
- The lack of ethnic diversity on our governance committees reflects the lack of ethnic diversity in the Fellowship.

2. Fellowship

	% F	% M	% white	% BAME	% mixed	% pns or other
Total Fellowship	18	82	90	4	2	4
Fellowship (clinical)	12	88				
Fellowship (non-clinical)	24	76				
2017 Fellows elected	37	63	91	4	4	1
2018 all Candidates	28	72	85	6	2	7
Founder Fellows 1998	7	93				
Fellows elected 1999-2003	17	83				
Fellows elected 2004-2008	17	83				
Fellows elected 2009-2013	22	78				
Fellows elected 2014-2017	34	66				

- In 2017 we elected our highest number of women fellows to date (37%), increasing the total proportion of women in the Fellowship to 18%.
- The gender balance of Fellows elected in the last 5 years now stands at 34% women.
- 12% of clinical Fellows are women, compared with 24% of non-clinical Fellows.
- The number of women sectional committee chairs and members has remained the same as 2016.

- This year the number of Fellows on whom we hold ethnicity information has increased from 33% to 81%. The new data shows that the less than 10% of the Fellowship is non-white.
- 4% of the Fellowship regard themselves as having a disability.

3. Grant schemes

	% F	% M	% White	% BAME	% Mixed	% pns or other
All grants (UK and International) awarded	55	45	71	2	13	14
All grants (UK and International) applied	48	52	75	8	7	10
All grants (UK and International) panels	43	57				
UK grants awarded	57	43				
UK grants applied	50	50				
UK grant panels	48	52				
International grants awarded	50	50				
International grants applied	42	58				
International grant panels	35	65				

- This year there has been a fairly even gender spilt for awards and applications across all grant schemes, although individual rounds have varied, particularly for the Starter Grants for Clinical Lecturers (GSCL).
- Previous reports have flagged the decline in women applying for SGCL awards, but numbers have risen this year.
- Applicants and awardees are 70-75% white. We will be able to report on more ethnicity data as additional grant rounds are completed using the FlexiGrant system.
- No ethnicity data is held for Newton grant applicants/awardees as these are received via the Royal Society's grant application system.

4. Career development programmes

	% F	% M
All Mentors (standard and SUSTAIN)	39	61
All mentees (standard and SUSTAIN)	53	47
All career development events (attendees and speakers)	69	31
All ECR scientific meetings (attendees and speakers)	44	55
All ECR scientific meetings (judges or selection panels)	47	53

- The numbers of women mentors (up from 23% to 39%) and mentees (up from 38% to 53%) have increased.
- In 2018 we hope to be able to report data on the ethnicity of participants in our career development programme.

5. Policy

	% F	% M
All policy Working, Oversight or Steering groups	35	65
All policy event attendees	38	62
All policy events speakers	39	61
FORUM event attendees	35	65
FORUM event speakers	31	69
Medical Science Policy event attendees	42	58
Medical Science Policy event speakers	57	43
International policy event attendees	43	57
International policy event speakers	47	53

- Our policy work has received the highest number of red flags, but numbers have improved from last year.
- As mentioned above we hope to collect ethnicity information at the booking stage for events in the future.

6. Communications and Corporate Affairs

	% F	% M
All corporate event speakers 2017	55	45
Shanks Lecture to date	25	75
Sackler Lecture to date	27	73
Forum lecture to date	29	71
International health lecture to date	18	82
Foulkes medal awarded to date	17	83
All media work 2016/17	60	40
AMS spokespeople quoted 2016/17	45	55

- Combined speakers for corporate events have presented an even gender balance
- The gender balance for the named lectures is improving (Shanks up to 25% women from 20%, Sacker up to 27% women from 21% and the International Health Lecture up to 18% women from 10%).
- The Foulkes Medal has been awarded to a women for the first time this year and the number of female nominees has increased from 25% to 63%.
- We have continued our focus on media training for women Fellows and grant awardees. 60% of the people we put forward for media work in some way were

women, although only 45% of those quoted were women. These figures only count individuals once, even if used on multiple occasions e.g. we issue multiple comments from the President, but have only counted him once.

7. Human resources

	F	M	%F	%M	White	BAME	Mix	pns/ other
All Academy staff	29	9	76	24	33	4	1	0
Academy staff SMT	4	1	80	20	5	0	0	0
Recruitment - applications	161	69	59	25	120	56	21	12
Recruitment - shortlisted	44	25	60	34	47	11	4	0
Recruitment - appointed	13	5	72	28	13	1	1	0

- Women are well represented in the Academy staff with about 80% women at all levels in the organisation.
- 14% of staff are non-white.
- During the time period of this report 43% of job applications came from non-white people, 24% of these were shortlisted and 13% were recruited.