

Our diversity definition

The Academy of Medical Sciences is committed to working towards full equality of opportunity both in our own organisation, practices and work, and in the wider academic workforce.

We strive to ensure that no individual or group is treated more or less favourably than others on the grounds of ethnicity, age, disability, sex, gender, marital status, sexual orientation, religion or belief.

Our definition of diversity expands beyond protected characteristics to include geography, research subject and sector, clinical and non-clinical specialties, career stage, and socio-economic background.

Our diversity values, principles, behaviours:

Our work will be guided by the following values, principles and behaviours:

		Our values				
		Excellence	Evidence based	Collaborative	Inclusive	Integrity
Our principles / approach	Examine and acknowledge privilege and understand the experiences of others.	Collect and use data to shape our work, understand where we are and where we should be.	Work in partnership and give autonomy to collaborators	Acknowledge the burden placed on marginalised groups and provide support in ways that does not disadvantage further.	Lead with actions, not words and statements – let outcomes speak for themselves.	
	Create safe environments for discussion, be open to and accepting of criticism to learn and get better.	Be open to questioning and re-examining systems and processes that have led to structural discrimination.	Stand as diverse allies not protectors or saviours.	Develop schemes and initiatives that respond to needs defined by marginalised communities rather than assumed or biased views of need.	Call out each other in a spirit of kindness and learning.	