Diversity and inclusion 12 month action plan

> ## 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.

The Academy's next 10-year strategy is currently in development. It will embed our equity-focused ambitions across all we do. We cannot articulate a long term, sustainable ED&I strategy until this work is complete.

This 12-month **diversity and inclusion action plan** will ensure we maintain momentum while this is in development.
- **Our aim** is to move from 'chipping away' to delivering bold actions for sustained change.
- **Our mission for the next 12 months** is to put the Academy in the best position to deliver a 10-year strategy with equity in all we do.

Why is this needed?
Our latest diversity report shows:
- The Fellowship remains 79% male. Only 13% are from an ethnic minority, of these only 6 are Black.
- Despite a goal to increase ethnic diversity in governance, less than 3% of seats on the Academy's core governance bodies in 2020 was filled by a Fellow from an ethnic minority.
- The success rate across all Academy grants is significantly higher for white applicants (29%) than Black, Asian and minority ethnic applicants (16%).
- Speakers at our policy events are 60% male.
- White applicants are more likely to be shortlisted for vacancies at the Academy.

Things do not improve overnight, or even in a year, without deliberate and thoughtful actions. The following goals aim to give the Academy confidence and credibility to work towards broader sector-wide aims and lead others to do the same.

Many projects already being delivered or scoped through team action plans are not included here. The narrow focus of this 12-month strategy in no way undermines the importance of these projects or ideas. This action plan instead provides a framework for staff to fit their work into and connect resource across the organisation.

Goal 1: Lay foundations for a stronger future Fellowship
- Work with the incoming and outgoing Registrar to ensure a **smooth handover** and confidence in the new role.
- Develop and deliver **workshops to support Fellows** to write candidate nominations (particularly newly elected Fellows).
- **Implement recommendations** from the Fellowship Committee around adapting procedures to increase the diversity of Fellows elected in 2022.

Goal 2: Build a more representative and empowered staff and governing body
Staff group
It is essential that Academy staff and governing body members feel confident about the landscape of diversity and inclusion work in order to successfully navigate the Academy's future place within it. We will therefore:
- Provide **training and self-led learning resources for all staff** around diversity, particularly understanding biases and the language for discussions around equity, diversity and inclusion.
- Give **all staff at least one diversity-related personal objective** as part of their objectives for the year
- Continue to build **partnerships** with individuals and networks focussed on diversity and inclusion, providing opportunities for staff and governing body members to learn from and connect with their work.
- Regularly connect across staff through our cross-organisation diversity **team reps**.
- Undertake a **recruitment 360° review** to identify where diverse candidates fall out of recruitment processes and how to change this.
- **Recruit a Diversity Manager** to oversee, co-ordinate and evaluate equity work at the Academy, subject to funding confirmation.

Governing body
- Include EDI in the **Board survey** to be conducted in summer 2021
- Ensure the Nominations Committee conducts its searches in an equitable way and highlights diversity messages in its communications to Fellows
- Continue to support the role of our Diversity Champions on Council
- Run a workshop **for Council**, representatives of decision-making committees and those that lead our programmatic activities to feed ambitious goals into the 10-year strategy on how Academy platforms can recognise, reward, promote and provide visibility for more diverse people.
- Scope out a formal EDI advisory group to be established with the approval of Council by the end of the year

Goal 3: Improve diversity data and data processes
- Move **Fellowship disability data** into the CRM.
- **Review data sharing permissions** for the Fellowship, Fellowship applicants and grant applicants to make diversity data useable for decision-making committees.
- **Update our diversity monitoring forms** in line with latest guidelines, **collect missing diversity data** for Fellows and grant awardees and update in the CRM.
- Create **live diversity monitoring dashboards** across key areas of work for staff to access data and act to increase representation in real time.

Values, principles, behaviours:

Our work to deliver the goals above 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.