Equity, diversity and inclusion strategy
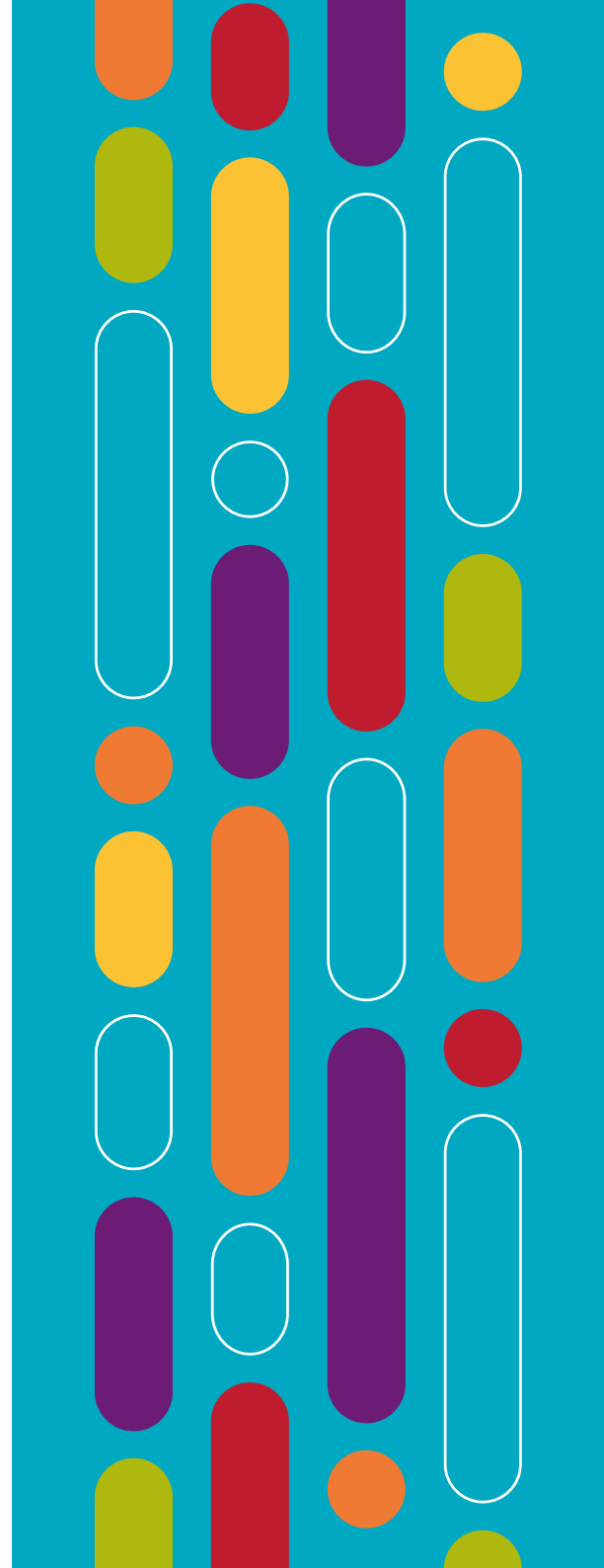
2023-2026

Becoming a trusted voice in equity, diversity and inclusion.

The **Academy** *of*
Medical Sciences

We are committed to working towards full equity of opportunity for all, embedding inclusion in our own organisation, practices, work, and the wider medical science sector.

We seek and celebrate diversity in all its forms, confident in the knowledge that our differences can only strengthen medical science. We strive to ensure that no individual or group is disadvantaged on any ground including age, caring responsibilities, disability, gender reassignment, marital status, sex, sexual orientation, race, religion or belief.

Our equity, diversity and inclusion (EDI) work expands beyond protected characteristics to include geography, research subject and sector, clinical and non-clinical specialties, career stage, and socio-economic background. We appreciate that the scope of EDI evolves to meet the needs of marginalised communities. Over the course of this strategy we will continue to review this definition and the focus of our EDI work to ensure it meets the needs of the society we serve.

We have identified the following as the three key elements of the Academy's 10-year strategy for this EDI strategy to underpin:

Strategic priority – Fostering a research community that is trusted, open, diverse, collaborative and inclusive.

2032 commitment – Evolve our Fellowship to be diverse, relevant and energetic in meeting the needs of the biomedical and health profession and the society it represents.

Success measure – An Academy Fellowship and alumni network that is more reflective of the society we live in and that includes a broader diversity of thought, expertise, and backgrounds.

As well as the 10-year strategy, this EDI strategy draws on previous Academy EDI work including our yearly diversity reports (2014-2020) and our 12 month action plan published in 2021.

For this EDI strategy we have defined principles and behaviours rooted in the Academy's values to guide our work, partnerships and collaborations.

We will use these principles to both set the standard and review the effectiveness of this strategy particularly when we examine our progress in our future diversity reports.

OUR VALUES

We strive for excellence

We act on evidence

We behave with integrity

We collaborate widely

We are inclusive and actively seek diversity in all forms

We are agile, kind and resilient

OUR EDI PRINCIPLES

Behave with integrity

We lead with actions, not words and statements – we let outcomes speak for themselves.

We call out each other in an assumed spirit of kindness and learning.

Collaborate widely

We seek partnerships and give autonomy to collaborators.

We collaborate to develop schemes and initiatives that respond to needs defined by marginalised communities for marginalised communities.

Act on evidence

We collect and use data, including lived experience, to shape our work, understand where we are and determine where we should be.

We educate ourselves to stand in solidarity with marginalised communities as allies not protectors or saviours.

Seek diversity in all forms

We acknowledge the burden placed on marginalised communities and provide support, reward and recognition in ways that do not disadvantage further.

We create safe environments for discussion, being open to and accepting of criticism to learn and evolve.

Strive for excellence

We examine and acknowledge privilege to understand and empathise with the experiences of others.

We actively question and re-examine systems and processes that cause structural discrimination.

In the next three years our mission is to become a trusted voice in equity, diversity and inclusion.

We will achieve this by applying the principles outlined previously to the following four goals:

1. Diversify our Fellowship by:

- Reviewing and modernising our elections processes including: improving our election platform, reviewing the selection criteria for how we assess excellence, and offering more training and guidance to our nominators, reviewers, Sectional Committees and Chairs.

- Improving and expanding our data collection processes to further aid the Sectional Committees and guide decision making.

- Demystifying our Fellowship elections processes by engaging key external stakeholders to create an accessible Fellowship engagement campaign.

2. Support a biomedical and health research culture that promotes and values equity, diversity and inclusion by:

- Embedding EDI within our events, policy advice, grant awards and programmes ensuring they are accessible and available to all.

- Using our status, influence and convening power to host discussions, make recommendations and aid actions to create, a more inclusive and accessible medical science sector for everyone.

- Seeking collaborations with small and emerging networks, created by and for marginalised groups, to support and amplify their work.
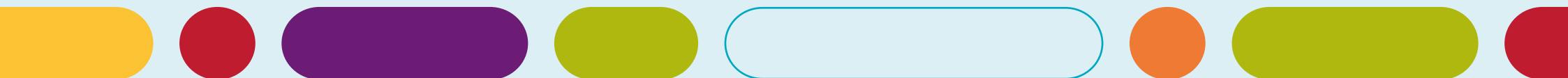
3. Review and diversify governance process across the organisation by:

- Creating an EDI Advisory Committee, consisting of Fellows and external advisors, appropriately resourced and empowered to support a review of our governance processes.

- Embedding and enhancing the role of Diversity Champions within our Council.

- Empowering our staff-led EDI Forum and Wellbeing and Mental Health Forum to feed into the staff needs for a revised and diverse governance structure.

4. Grow the diversity of our staff by:

- Reviewing our recruitment and staff retention processes and expanding our staff data collection to ensure that we are agile, accessible, equitable and inclusive in all our practices.

- Creating a yearly EDI learning and development programme for Academy staff tailored to our work areas and current key considerations in the medical sector.

- Creating safe, agile and modern workspaces (both physical and virtual) for staff.
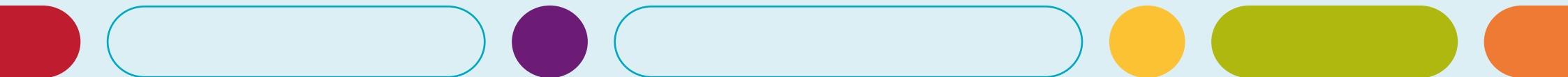
Our overall success measure for this EDI strategy is the impact we have in creating a more open and progressive UK research sector that is improving the health of everyone, everywhere.

Under this EDI strategy, our success measures to implement by 2026 are:

1. Diversify our Fellowship

- A steady and visible increase of a diversity of candidates across all protected characteristics as well as geography, research subject and sector, clinical and non-clinical specialties, career stage, and socio-economic background.

- Updated live data that supports our Sectional Committees to increase the diversity of candidates and Fellows elected and determines which marginalised groups and stakeholders we need to engage further.

- A transparent and accessible Fellowship elections process that can easily be communicated and shared with our external stakeholders.

2. Support a biomedical and health research culture that promotes and values equity, diversity and inclusion

- A positive reputation for inclusive and accessible events, grants and programmes.

- A reputation for being open and progressive in how we are leading the way towards an inclusive medical science sector for everyone.

- Longstanding relationships with grassroot networks creating ongoing opportunities for collaboration.

3. Review and diversify our governance process

- An established EDI Advisory Committee that effectively advises, guides, and informs our governance.

- Empowered Diversity Champions on Council who bridge our strategic and operational work by connecting the EDI Advisory Committee and EDI Forum to our Council.

- An empowered EDI Forum and Wellbeing and Mental Health Forum that feed into internal activities and formal governance structures.

4. Grow the diversity of our staff

- Agile and accessible recruitment processes that engage a wide and diverse range of job applicants.

- Reliable and live staff data that is used to inform internal policy, training and development to engage and meet the needs of our staff.

- A safe, agile and modern working environment for staff from all backgrounds.

While delivering this strategy we will work to define Key Performance Indicators (KPIs) to evaluate the goals and success measures above. We will use these to structure our regular EDI data reports and progress reports to Officers and Council.

This EDI strategy is due for renewal in 2026 at the same time as our 10-year organisational strategy will be reviewed. This will allow us to ensure that our EDI goals and wider organisational goals are aligned.

The Academy *of* Medical Sciences

**For more information on our EDI work programmes visit
www.acmedsci.ac.uk/diversity**

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