

Academy of Medical Sciences

Diversity report

2020-24

Authors: Vanessa Johnson-Burgess, Inclusive Recruiting and
Lynsey McColl, Select Statistics

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Academy of Medical Sciences: Diversity report 2020–2024

Foreword

It has been five years since the publication of our last diversity report. Much has happened in the UK and globally to change the landscape in which our EDI work operates. We launch this report at a time of significant political, technological, and demographic change. Our mission to help create an open and progressive research sector to improve the health of people everywhere is more important now than ever. We remain committed to fostering a research community that is trusted, open, diverse, collaborative and inclusive.



This diversity report provides a transparent and comprehensive overview of the demographic landscape within the Academy and our activities. We are proud to once again partner with Inclusive Recruiting and Select Statistics to deliver this report which includes both quantitative data and qualitative analysis from the people behind the data. In 2022 we expanded our data collection to cover all the protected characteristics under the Equality Act 2010 as well as geography and socio-economic background in line with our definition of diversity.

Much of the Academy's EDI work over the past five years has been internally focussed, bringing in dedicated EDI staff resource, embedding EDI practices and ways of working firmly into our workstreams and launching our EDI Strategy. We have also made progress in external representation and exploring some of the systemic barriers to inclusion in medical science and research culture.

Gender diversity continues to steadily improve across all our work streams. While the fellowship remains 76% male, newly elected Fellows show a more balanced gender split. The 2024 cycle had a gender split of 56% male an improvement from 62% male in 2020.

Further progress has been made on ethnic diversity across our Council, our key decision-making body. Among Council members who provided data, a quarter (25%) are from Black, Asian and/or Minority Ethnic backgrounds, a significant improvement from 2019 when there was no representation on Council and only 6% in 2020. This improvement can also be seen in our workforce. The Academy's staff shows improved ethnic diversity, with a fifth (20%) identifying as Black, Asian and/or Minority Ethnic, up from 12% in 2020, with the majority (15%) being South Asian.

Our Future Leaders in Innovation, Enterprise and Research (FLIER) programme has shown gradual improvement in ethnic diversity, with 37% of participants in FLIER's third cohort identifying as Black, Asian and/or Minority Ethnic, compared to just 6% in FLIER's first cohort.

The Academy's SUSTAIN programme that supports women in research has also seen notable progress in disability inclusion, with the proportion of disabled participants rising significantly from 4% in earlier rounds (2-7) to 15% in the more recent cohorts (rounds 8-10).

This report yet again delivers a clear message that change must continue and start from within. We still have a long way to go. In an environment where some are rolling back their EDI commitments, the report highlights the importance of collecting and using data to ensure evidence-based policies drive equity and diversity in medical science.

As a Fellowship organisation representing the senior leaders in medical science, we have a unique opportunity to drive system-wide change. Through our collective expertise, influence, and leadership, we can champion policies and practices that create a more equitable and inclusive research environment. By leading by example, standing in solidarity with marginalised communities as allies, not protectors or saviours and fostering collaboration across institutions, we can help shape a medical and scientific community that is reflective of the diverse society it serves.

I am proud that after reviewing the report, the Academy Council have signed off the eight recommendations made. They will form the Academy's EDI business plan for the next three years and inform our next EDI Strategy 2026-29.

Professor Franklin Aigbirhio FMedSci, Council EDI Champion, Academy of Medical Sciences

Executive summary

This is the seventh annual Academy of Medical Sciences diversity report and the fifth to be published externally. As per the 2019–20 report, data has been analysed and the report written by external consultants from Select Statistics and Inclusive Recruiting.

The report is based on data collected since the last report across six key work areas within the Academy. For each work area we report data on gender, race, disability (including neurodiversity), gender identity and sexual orientation. For some areas we also report on age, religion and social economic background. For the first time this year, the authors also collated qualitative feedback via interviews with stakeholders and colleagues, which were thematically analysed. This provided context behind what changes have been made and the enablers and barriers of progressing EDI across the Academy.

The 2019–2020 Diversity Report set out eight ambitious recommendations, of which progress has been made against several. Namely, the Academy has introduced an EDI Strategy 2023–2026, brought in a dedicated role to lead EDI and focused on the improved capture and collation of diversity data. Work has also progressed in embedding a greater focus on inclusion across the Academy staff group, for example with regular training and learning. The report identifies that some areas have been slower to progress, including diversifying the Fellowship and governance, and changing the election process.

The 2024 report puts forward renewed recommendations:

1. Continue to embed the overarching Academy EDI Strategy 2023–2026, which sets out four goals for 2023–2026. The data in this report supports the goals as key areas of focus.
2. Diversifying the Fellowship should be a priority focus. In 2020, the authors recommended that change starts within the Fellowship. A focus on engaging and learning with this group is necessary to ensure they establish a clear EDI ambition for the Academy. There is a clear intention and willingness from the Fellows; however, more needs to be done to guide and signpost the Fellows to achieve this ambition. Consider establishing clearer responsibilities for diversifying the Fellowship. Other Fellowship organisations are working towards this goal and facing similar challenges to the Academy, and we recommend forming collaborations to share best practice.
3. Robust diversity data is an essential starting point for any organisation, and the authors commend the progress made by the Academy. Effort should continue to address areas of missingness and ensuring consistency year on year, to support data interpretation. A particular focus on why declaration of LGBTQ+ data has high levels of missingness/‘prefer not to say’ should be considered.
4. Shift from data capture to action. The purpose of robust diversity data is to inform decision-making, in part by providing visibility of how action leads to positive outcomes. As the Academy builds robust data sets, accountability should be clearly established, ensuring a shift from capturing data to acting on it.
5. Specifically, there should be a focus on using data to improve disparities within the Academy for representation from Black, Asian and/or Minority Ethnic groups. Whilst

the report highlights some progress with improved representation within staff groups, continued attention is needed across all areas, including assessment and election to the Fellowship, governance, event attendance and grants.

6. Clear milestone measures and data being more readily visible and available, for example through a diversity data dashboard, will support staff and Fellows across the Academy to monitor progress and build accountability. The report noted a consistent theme from qualitative feedback of it being difficult to quantify progress.
7. Continue to introduce changes to the assessment methods across the Academy, including Fellowship election, governance and grants.
8. The EDI actions have progressed due to a dedicated team member and the support of the rest of the Academy staff and Council; however, there is still a significant amount of work to be done to embed sustainable change and work towards the intentions. The EDI resource needs to be increased and should be built focused on what the future-state EDI resource will need for both internal and external impacts for the Academy.

Introduction

Data collected and reported

The diversity data in this report has been collected internally by the Academy. Since the last diversity report, the Academy has updated their internal data collection processes with a new data collection form that they use to collect data, as well as introducing a new database in which to store their data.

Data was provided in separate spreadsheets for the following areas:

1. Fellowship
2. Staff
3. Recruitment
4. Governance
5. SUSTAIN
6. FLIER
7. Events
8. Grants

The data contained a row per respondent in each spreadsheet, with answers for each question included in the data collection form. More information has now been collected than in previous years and includes:

1. Gender
2. Ethnicity/race
3. Disability
4. Sexual orientation
5. Gender identity
6. Region
7. Education and occupation
8. Age
9. Caring responsibilities
10. Religion

Breakdowns of all the above are given for the Fellowship and staff data, but for the remaining areas, the report focuses on breakdowns of 1–4 in the above list.

To summarise the key changes in data collection and availability, Table 1 provides a breakdown of the data compared between 2019–2020 and 2024.

	2019–20			2024		
	Data	PNS	Missing	Data	PNS	Missing
Gender	99%	1%	0%	98%	2%	0%
Ethnicity	84%	1%	15%	85%	10%	5%
Race				59%	3%	38%
Disability	13%	0%	87%	86%	3%	11%
Sexual orientation				60%	7%	33%
Transgender				59%	3%	38%
Region				100%	0%	0%
Education				55%	3%	42%
Age				97%	0%	3%
Neurodiversity				57%	5%	38%
Caring responsibilities				56%	2%	42%
Religion				56%	6%	38%

Table 1: Breakdown of data collection and availability in 2019–2020 and 2024 in terms of full availability, ‘prefer not to say’ (PNS) and missing. Entries are highlighted in bold where PNS is greater than 5% and missing data are greater than 30%.

This table highlights how much progress has been made in terms of which data is collected, providing a better overall understanding of the Fellowship. There do remain some challenges, in particular:

- Ethnicity/race categorisations (see below for further details)
- Missing data in certain categories (in particular race, sexual orientation, transgender, education, neurodiversity, caring responsibilities and religion)
- ‘Prefer not to say’ is higher in certain characteristics (greater than 5% in ethnicity, sexual orientation, neurodiversity and religion)

Ethnicity

The term Black, Asian and/or Minority Ethnic is used throughout this report because it reflects the way in which data is collected and reported. Black, Asian and/or Minority Ethnic refers to individuals who identify as Black, Asian and/or Minority Ethnic. The term has inherent limitations, being such a broad description of ethnicity. Whilst detailed breakdowns of ethnicity are collected, headline results are reported using the categories ‘any White background’ (AWB) and Black, Asian and/or Minority Ethnic.¹ The latter is made up of multiple categories and combining them in this way may limit our understanding of how diverse the Academy and its work is across different ethnicities. Ideally, further breakdowns would be provided to better understand the make-up of the Black, Asian and/or Minority Ethnic category but, in this case, it was not possible.

In the data collection form, there are two relevant questions: one on ethnicity and one on race. Ethnicity has a mixture of responses that range from individual countries to ‘any White background’ and ‘mixed ethnicity’. This difference means that it is difficult to compare the responses. Consequently, we have focused on the responses for the race question that groups the responses as follows:

- Black
- East Asian
- Latin

¹ Note that Black, Asian and/or Minority Ethnic is labelled as BAME in the plots throughout the report.

- Mixed heritage
- South Asian
- White
- Prefer to self-describe
- Prefer not to say

Where possible, further breakdowns are given in the narrative to provide a better understanding of the make-up of the Black, Asian and/or Minority Ethnic category, but this is not always possible since often these categories remain small, particularly as the proportion of missing responses in this category is higher than it was in the previous report.

We would recommend further work to consider the race/ethnicity questions in the data collection form and how ethnicity data is collected.

Intersectionality

The data can now be explored to identify intersectional layers of an individual. For example, we have looked at Fellows with caring responsibilities to explore how these responsibilities vary by age. Unfortunately, some intersectional explorations are not possible due to small numbers (for example, exploring disability by sexual orientation).

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 category that details the number of people for whom 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 is 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 is collected on application and staff data is collected via an annual staff survey. Consequently, the amount of data collected varies according to the method and across key activities.

Qualitative data

For the 2020–2024 report, additional qualitative data has been captured and thematically analysed. Twenty-six interviews were conducted by Inclusive Recruiting, with individuals from the Academy of Medical Sciences, partners and stakeholders. The semi-structured interviews asked participants about perceptions of progress, success and barriers relating to the implementation of EDI improvements, including the Academy strategy. Interviews were reviewed using thematic analysis, a qualitative research method, to identify commonly mentioned themes across a data set. This approach was used to provide context to data collection, which supports more specific recommendation setting.

Data analysis and methods

The following is provided for each area:

- Horizontal bar charts for gender, ethnicity, disability and sexual orientation. 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. Where we have data from the 2019–2020 report, the horizontal bar charts for the percentage breakdown are provided side by side for comparison purposes.
- Table of success rates for the Fellows and Staff recruitment.

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.

Data narrative

Each activity area includes 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 and between 2019–2020 and 2020–2024.

Benchmarking – Throughout the report there are details of other organisations to benchmark against. This benchmarking is not to serve as direct comparison data, but more to highlight the behaviours, examples and actions taken by other organisations with a focus on organisations who are also bound by governance and/or under Royal Charter. It is important that this data is not taken to compare notes of better or worse, as different sectors face and address different EDI actions and challenges. It is mainly to support wider thinking and show examples of areas where other organisations have taken actions that the Academy could learn from or be inspired by (approximately seven organisations are referenced throughout).

Qualitative data and EDI narrative – In this narrative, the authors present findings from qualitative data analysis and give their reflections on the progress made towards the eight recommendations highlighted in the 2019–2020 Diversity Report. The narrative is intended to provide additional context behind quantitative data and enable the Academy to implement sustainable changes in priority areas by highlighting enablers and barriers to progress.

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 further develop their EDI strategy and build on the live 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 the 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.

Fellowship

The data for the Fellows is largely consistent between this and the 2019–2020 report. The only exception is the new candidates in the candidate pool: data is only available for gender and race breakdowns and not for disability, sexual orientation or age.

	Gender				Ethnicity				Total
	W	M	Other /PNS	No info	White	Black, Asian and/o r Minority Ethnic	PNS	No info	
2024 Shortlist Success Rate	37%	31%	0%	18%	34%	38%	0%	29%	32%
2024 Fellow Success Rate	60%	43%	0%	80%	47%	56%	0%	52%	50%

Table 2: Success rates of the 2024 Fellowship round broken down by gender (W=Woman, M=Man) and ethnicity. The shortlist success rate is the proportion of candidates who are shortlisted, and the Fellow success rate is the proportion of shortlisted candidates who are elected Fellows.

Gender

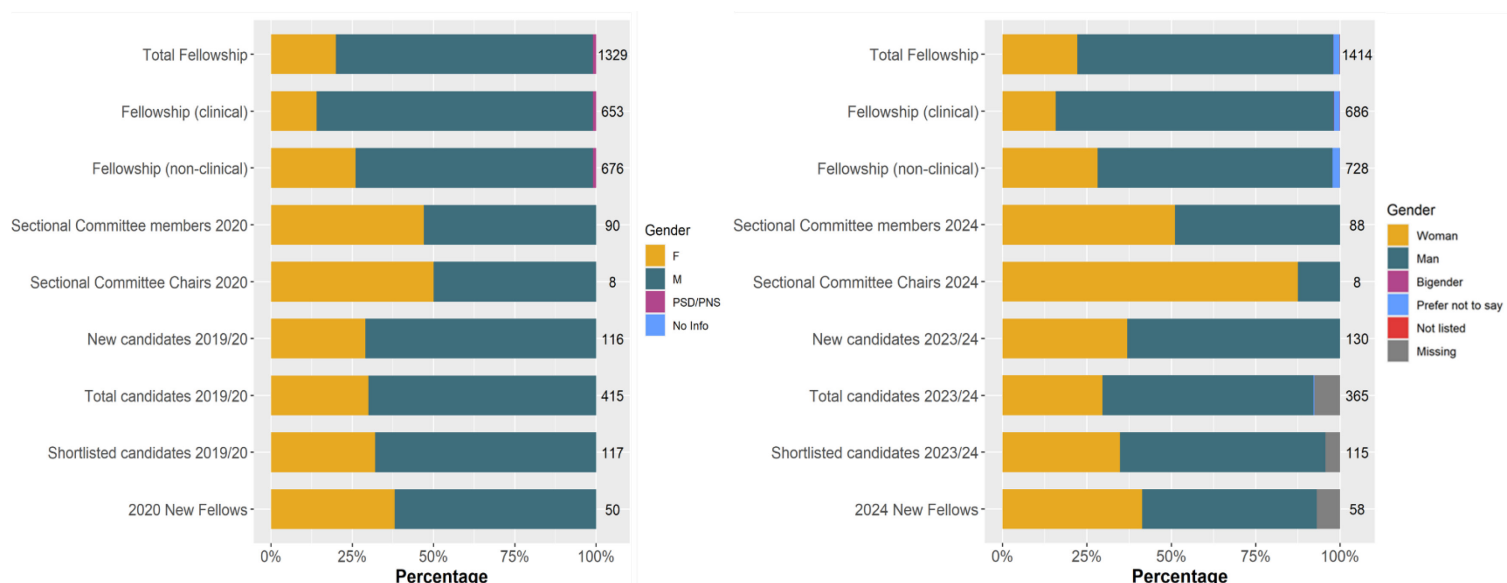


Figure 1: Horizontal bar charts of the breakdown of the Fellowship by gender in 2019/20 (left chart) and in 2024 (right chart).

- Data collection for gender is very good, with no missing data for Fellows and less than 10% missing in the candidate pool.
- The Fellowship remains male dominated with 76% male, 22% female and the remaining 2% ‘prefer not to say’. Clinical Fellows are more male dominated compared to non-clinical Fellows (82% vs 16% compared to 70% vs 28%).
- There are no material differences in the gender breakdown of the Fellowship compared to the 2019–2020 analysis as it remains male dominated, but there is a small increase in female representation (22% vs 20%).

- There is an approximately equal gender split in the Sectional Committee members.
- The candidate pool is approximately 70% male and 30% female (no change in the candidate pool gender split since 2019–2020).
- A higher proportion of female candidates were shortlisted compared to male candidates (37% to 31%). Similarly, a higher proportion of female shortlisted candidates were converted and became Fellows in 2024 compared to male shortlisted candidates (60% to 43%). Neither of these differences is statistically significant.
- Due to the greater success rate in female candidates, despite the candidate pool being male dominated (70% to 30%), 56% of new Fellows were male and 44% female. This is an improved gender split in new Fellows compared to 2020, where 62% of new Fellows were male and 38% female.
- The Academy now collects data on whether Fellows identify as transgender; 38% of Fellows have not provided data on this collection. Of those who have, no Fellow has identified as transgender; 96% do not identify as transgender and 4% ‘prefer not to say’.
- Female representation across the Fellowship benchmarks more favourably than some other Fellowship organisations, including the Royal Society Fellowship, who showed 12% female in their 2021 Diversity Report. In addition, the Royal Academy of Engineering is estimated to have 131 female Fellows, equivalent to 8%.
- The increased proportion of new Fellows being female is a trend also seen by the Royal Academy, who saw females make up 38% of new appointments. This follows EDI action to diversify the Fellowship.
- As a benchmark across the medical sector, the Medical Schools Council diversity data shows that 37.1% of Professors, Senior Lecturers and Lecturers are female, highlighting that Fellowship representation may not reflect the broader field.

Race/ethnicity

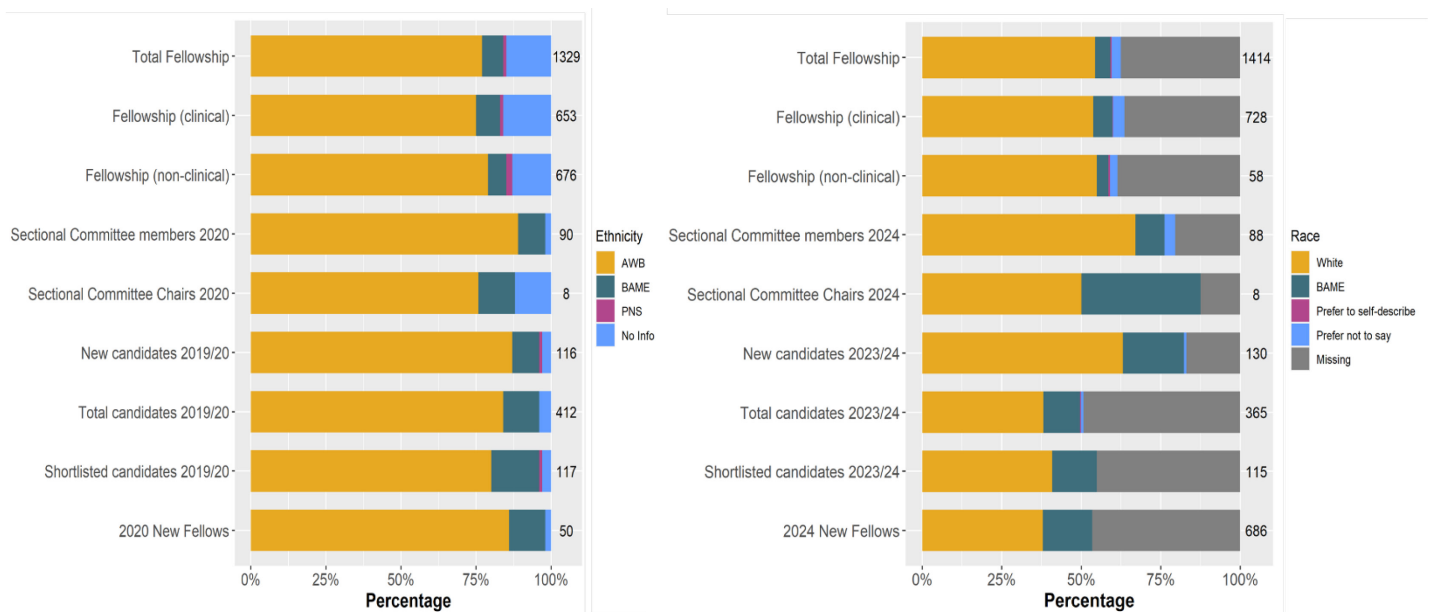


Figure 2: Horizontal bar charts of the breakdown of the Fellowship by ethnicity in 2019/20 (left chart) and in 2024 (right chart).

- The data for race contains a far higher proportion of missingness; the information is missing for 38% of the Fellowship.
- Of those Fellows who have provided information, 8% are classified as Black, Asian and/or Minority Ethnic (9% for clinical Fellows and 6% for non-clinical Fellows). As a broad

benchmark, this tracks below the Medical Schools Council data that shows 14.9% of Professors in the UK are from a Black, Asian and/or Minority Ethnic background in 2023.

- There is little difference in the ethnicity breakdown when we compare male and female Fellows, but we note that male Fellows are typically more likely to have missing data than female Fellows (40% compared to 32%).
- Of all those Fellows that are classified as Black, Asian and/or Minority Ethnic, 66% are South or East Asian. Based on those Fellows for whom we have information, there are only six Fellows who are Black or Latin.
- Based on the data that is available, there are no shifts in Black, Asian and/or Minority Ethnic representation of the Fellowship compared to the 2019–2020 analysis and the data collection is poorer due to the higher level of missing data.
- Given that there is not the same level of missing data in the gender breakdowns, it is important to understand why this is happening. Are a greater proportion of Fellows choosing not to answer the question on race (opting out of even the ‘prefer not to say’ option) compared to other questions in the data collection form? Could more engagement work with Fellows to explore why this data collection is so important improve the balance of missingness?
- The Academy also asks a question on ethnicity (for which there are fewer missing data), but currently the answers to this question are a mixture of the answers from the old and new form and contain categories that do not exist in the new form (e.g. any White background), therefore this question is not reported on.
- The candidate pool for new Fellows contains a higher proportion of Black, Asian and/or Minority Ethnic candidates compared to 2019–2020. Of those candidates who have provided information, 23% are Black, Asian and/or Minority Ethnic, 25% of shortlisted candidates are Black, Asian and/or Minority Ethnic and 29% of new Fellows are Black, Asian and/or Minority Ethnic. However, it is important to acknowledge that in all cases, there is a high proportion of missing data and therefore these percentages could change if we had a complete set of data (they are based on the candidates for whom we have information). For example, this percentage would drop from 23% to 16% if 100% of the Fellows for whom there is no race data were White, to 21% if 90% were White, to 24% if 80% were White, and remain 29% if 80% were White.
- 38% of Black, Asian and/or Minority Ethnic candidates were shortlisted compared to 34% of White candidates, and of those shortlisted, 56% Black, Asian and/or Minority Ethnic shortlisted candidates were successfully made Fellows compared to 47% of White shortlisted candidates (these differences are not statistically significant). This means that, of those who have provided data, there is a higher proportion of Black, Asian and/or Minority Ethnic new Fellows in 2024 compared to 2019–2020 (29% vs 12%), but due to the high level of missing data, it is not clear how accurate these breakdowns are.
- Benchmark diversity data of Fellows from other organisations is not available; however, respective EDI action plans point to this being an area of continued effort. The Royal Academy of Engineering and the Royal Academy have prioritised actions towards this aim.

Disability and neurodiversity

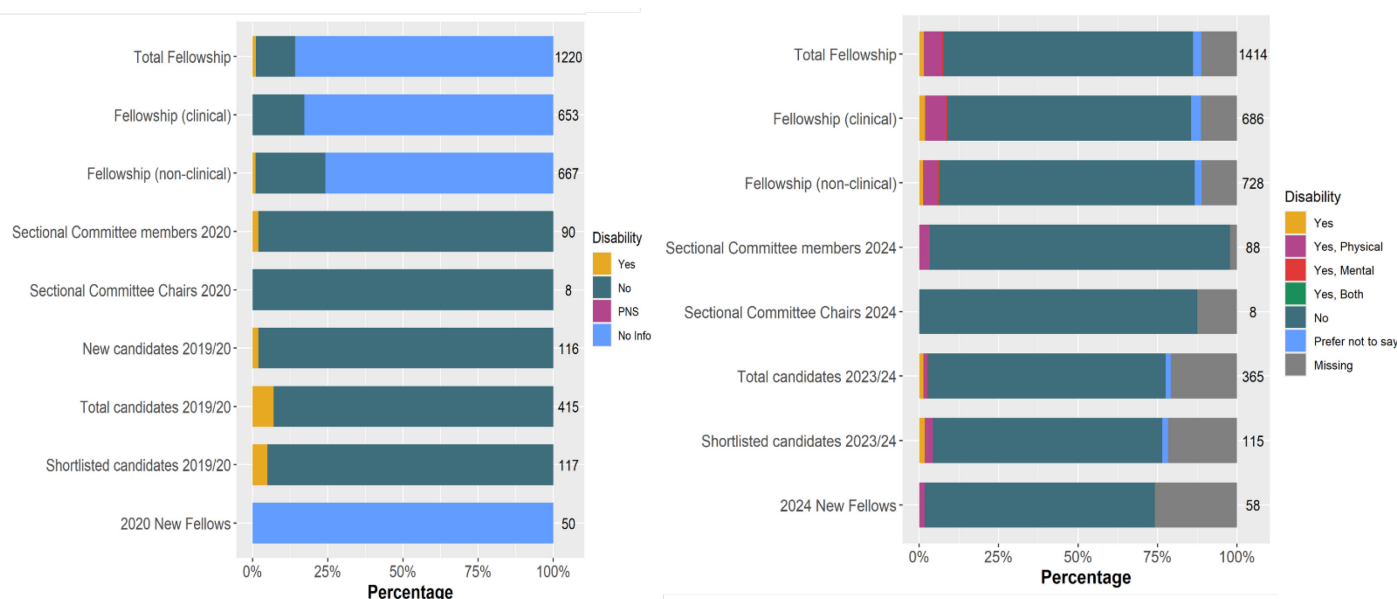


Figure 3: Horizontal bar charts of the breakdown of the Fellowship by disability in 2019/20 (left chart) and in 2024 (right chart).

- Disability data is good or very good over all different breakdowns (Fellowship, Sectional Committee and candidate pools).
- We note that previously data collection for disability was poor for the Fellowship in 2019–2020, with data collected for less than 25% for disability whereas data is now available for over 75% of Fellows, which is a great improvement. There is also follow-up information collected for those who have reported a disability to characterise it in greater depth and whether it impacts their day-to-day activities.
- The quality of data collection has reduced for the Sectional Committee members and candidate pool. As in 2019–2020 there was no missing data; however, it remains good, with missing data at less than 25%.
- Of those Fellows for whom we have data, 88% do not have a disability and of those who do (9%) there is a higher proportion with a physical compared to mental disability.
- For those who have reported a physical disability, the majority are long-term health conditions (such as diabetes, multiple sclerosis, heart condition, epilepsy, energy-limiting conditions, chronic pain) followed by mobility or musculoskeletal conditions (including back, neck and shoulder).
- Of those Fellows who have reported a disability, 23% have reported it impacts their day-to-day activities regularly and 49% partially.
- We note in the candidate pool, out of those candidates for whom we have data, 95% do not have a disability, 3% do have a disability (physical, mental or both) and 2% ‘prefer not to say’. There are few candidates (i.e. those potential Fellows) who are reporting having a disability.
- The Academy now collects data on neurodiversity. Neurodiversity is a term used to describe the different ways in which people process information, make decisions, and learn, amongst other cognitive processes. Examples of cognitive difference or neurodivergence include dyslexia, dyspraxia, autism and attention-deficit hyperactivity disorder (ADHD) (non-exhaustive list). There is a greater proportion of missing data for this question, with 38% of Fellows missing data. Of those who have answered, 90% do not

consider themselves to have a cognitive difference, 7% ‘prefer not to say’, 2% have answered yes without an official diagnosis and 1% yes with an official diagnosis.

- We note that there is no conversation currently held around learning disability.
- Benchmark data from other Fellowship organisations is not readily available. The Medical Schools Council is also not currently capturing data. However, the Higher Education Statistics Agency (HESA), which publishes Higher Education student data, highlight this as a priority area to address.

Sexual orientation

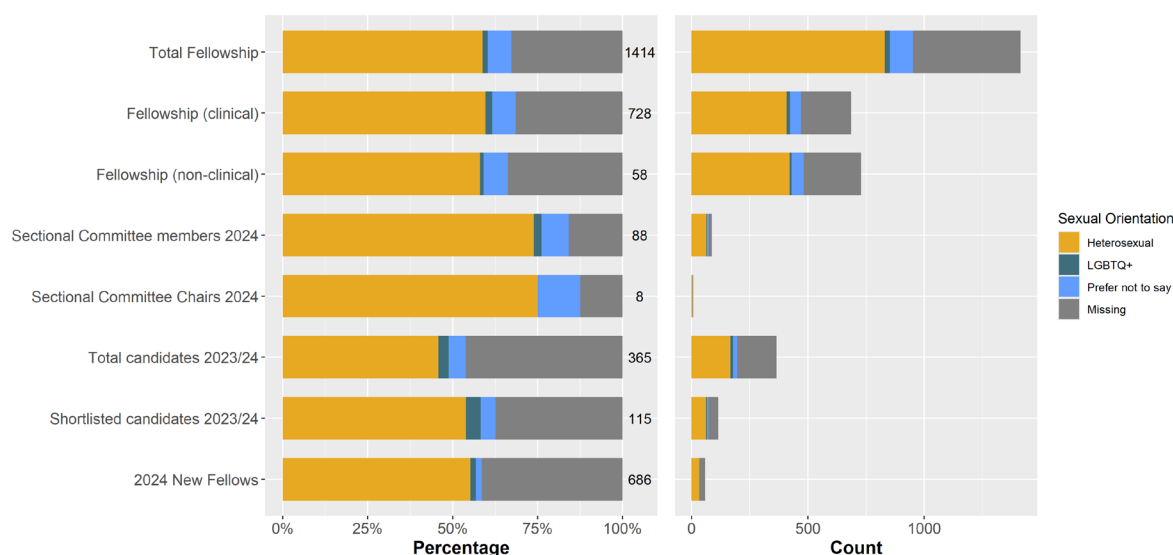


Figure 4: Horizontal bar charts of the breakdown of the Fellowship by sexual orientation in 2024.

- In 2019–2020, data on sexual orientation of the Fellowship was not available and therefore good progress has been made.
- Of those Fellows for whom we have data, 2% have identified as LGBTQ+ (with more detailed categorisations available but not provided here due to the small numbers).
- Like race, there is a higher proportion of missing data for sexual orientation compared to other categories such as gender, disability or regional breakdown, and 7% of Fellows have selected ‘prefer not to say’. Overall, that means 40% of Fellows have either opted out of answering this question or selected ‘prefer not to say’.
- There is a slightly higher proportion of total and shortlisted candidates who have identified as LGBTQ+ compared to the Fellowship, but this remains low (around 5%) and only 3% of new Fellows in 2024 identified as LGBTQ+.
- Benchmark data from other Fellowship organisations is not published and likewise the Medical Schools Council does not publish data related to sexual orientation.

Residency/regional breakdown

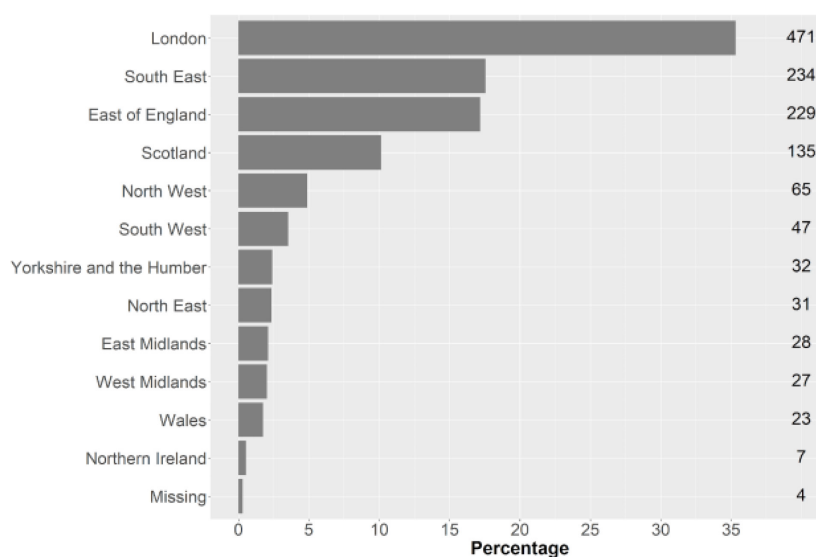


Figure 5: Horizontal bar chart of the breakdown of the Fellowship by region in 2024.

- The data collection on residency and regional breakdown is very good, with less than 1% of data missing.
- The Fellowship is primarily made up of UK residents (93.2%). It is regionally dominated by London (36%) followed by the South East and East of England (18% and 17%, respectively).
- Fellows from Scotland make up 10% of the Fellowship. There are few Fellows from Wales (2%) and Northern Ireland (1%).

Education and occupation

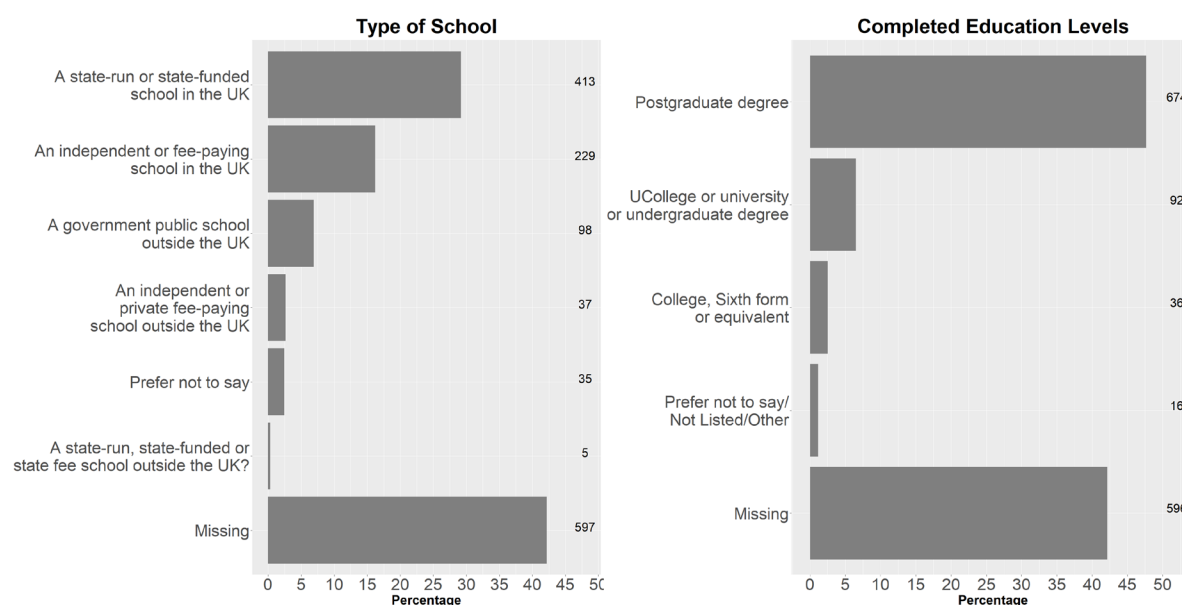


Figure 6: Horizontal bar charts of the breakdown of the Fellowship by type of school and completed education levels.

- Data on education and occupation is missing for 42% of Fellows.
- For those Fellows for whom we have data, 79% attended a UK school, of which 36% attended an independent or fee-paying school rather than a state-run or state-funded school. Throughout the UK in 2023, 14% of secondary school pupils attended an independent school, highlighting that the proportion of Fellows who attended an independent school is higher than what we currently see in the overall population.²
- Most Fellows for whom we have data have undertaken higher education. The majority (82.4%) of these have completed a postgraduate degree (e.g. PhD, MSc, MA, MD etc.), but there are 11.25% of Fellows whose highest education level is declared as a UCollege, university or undergraduate degree (e.g. BSc, BA, MBBS etc.). These Fellows are likely to have followed a less academic and more vocational trajectory in their careers; this highlights that success can be seen for Fellows taking the less traditional route and exploration into whether they had more vocation-led experience that brought their success would be useful. These examples should be explored to support the shaping of measuring of candidates in future nomination pools.
- 44% of Fellows stated that they are the first graduate in their family. In 2021/22 the proportion of UK-domiciled full-time higher-education undergraduate students who stated that their parents were not educated was 38% (with 44% stating they were, and the remaining 18% either don't know or unknown).³ We note that these differences may be generational.
- The occupation of the main household earner was 46% modern and traditional professional occupations followed by 17% senior, middle or junior managers or administrators.
- The measure of socioeconomic could be better improved by asking questions in diversity data of the income levels of the main earner. These questions typically ask the income level of the main household earner at the respondent age of 16. This is a measure used to support socioeconomic understanding and is recommended to be used if the Academy has an intention to better understand social demographic make-up of Fellows. If this question on income is not asked it is harder to get a full picture on the measure of social demographics so we would recommend it is removed if income data (at age 16 of respondent) is not asked.

² <https://explore-education-statistics.service.gov.uk/data-tables/permalink/89efab10-b48c-46f8-f9bb-08dc74dbaad6>

³ [Who's studying in HE? | HESA](#)

Age

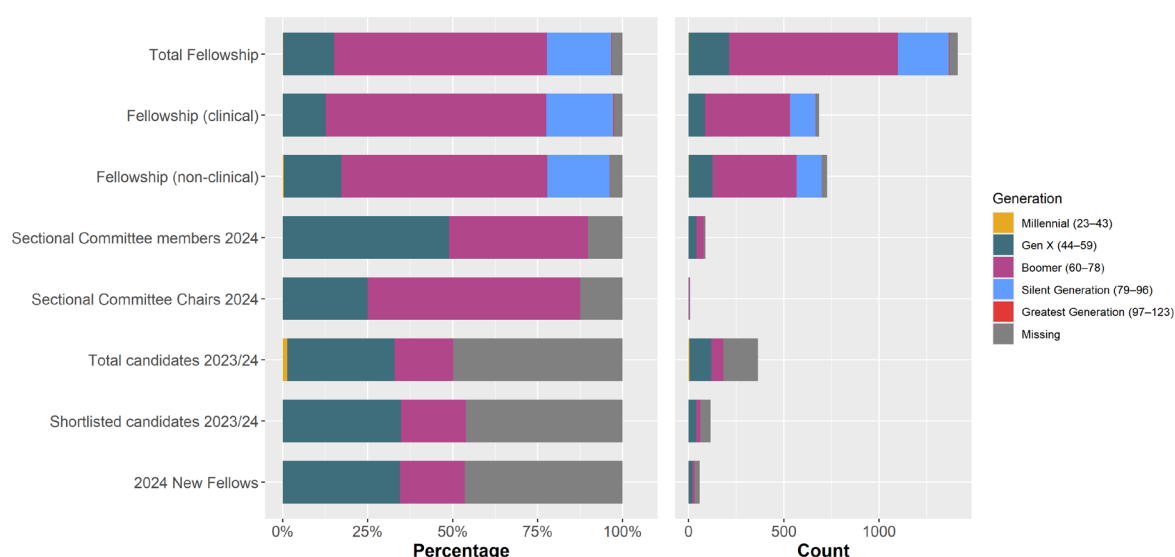


Figure 7: Horizontal bar charts of the breakdown of the Fellowship by age according to generation in 2024.

Age	Count	Percentage of all Fellows	Percentage of female Fellows	Percentage of male Fellows	Percentage of all Fellows (removing missing)
40–45	6	0.42%	0.00%	0.47%	0.44%
45–50	19	1.33%	1.91%	1.21%	1.39%
50–55	69	4.84%	6.39%	4.48%	5.04%
55–60	154	10.81%	16.61%	9.33%	11.31%
60–65	250	17.54%	17.25%	17.72%	18.10%
65–70	255	17.89%	21.41%	16.79%	18.47%
70–75	236	16.56%	16.61%	16.70%	17.15%
75–80	186	13.05%	7.35%	14.55%	13.28%
80–85	130	9.12%	6.71%	9.98%	9.49%
85–90	56	3.93%	1.28%	4.38%	3.94%
90–95	16	1.12%	0.32%	1.40%	1.17%
95–105	3	0.21%	0.00%	0.28%	0.22%
Missing	45	3.16%	4.15%	2.71%	

Table 3: Breakdown of the Fellowship by age in 2024.

- Data collection on age is very good for the Fellowship and Sectional Committee, but for the candidate pool age is missing for 49% of candidates.
- The Fellowship is made up of over 60% from the Boomer generation (ages 60 to 78) with 15% Generation X (ages 44 to 59) and 20% from the Silent generation (ages 79 to 96). This benchmarks against Fellowship of the Royal Society (in their 2021 Diversity Report).
- The median age of the Fellowship is 68 years with an interquartile range of 62–76 years. 17%–18% of Fellows lie within the age bands 60–65, 65–70 and 70–75, indicating that the distribution of Fellows in the Boomer generation is equally spread throughout the range.
- For all the Fellows for whom there is data, 52% are aged 68 or over (i.e. are beyond state pensionable age).

- For those candidates for whom we have information, 3% are Millennials (ages 23 to 42), 63% are Generation X and 34% are Boomers. Only Generation X and Boomer candidates were successful (65% and 35%, respectively) based on the information we have, but of course, there is a large proportion of missing data in the candidate pool (50%).
- Over time, the generational breakdown of the Fellowship will shift, with a greater proportion from Generation X. The median age of the candidate pool, shortlisted candidates and new Fellows is 55 years with an interquartile range of 50–60 years.
- Breaking down the age by gender (see Percentage of male and female Fellows in Table 3), there is a greater proportion of male than female Fellows who are 75 or over. There is a higher proportion of female Fellows who are aged 50 to 70 compared to male Fellows. Note that all Fellows in the youngest age bracket (40–45) are male.

Caring responsibilities

- Data is now collected on caring responsibilities; however, 42% of Fellows have missing data on this topic.
- Of those who have reported, 19% of Fellows had caring responsibilities, of which 48% were for over-18s, 42% under-18s and 11% for both. Where a Fellow has reported caring responsibility for an under-18, the majority are a joint carer (96%), whereas when it is for an over-18, there is a larger proportion who are single carers (25%).
- Looking at caring responsibilities by generation highlights that (for those Fellows for whom there is data), there is a generational divide; for example, whilst 13% of Fellows who are Boomers have reported caring responsibilities, this rises to 49% of Generation X Fellows. Generation X Fellows more commonly report caring responsibilities for under-18s whilst Boomer Fellows more commonly report caring responsibilities for over-18s.
- For those female Fellows who reported on caring responsibilities, 27% declared that they had caring responsibilities whereas for those male Fellows it was 17%. Based on the data that we have, this highlights that a greater proportion of female Fellows have caring responsibilities compared to male Fellows. This split is driven by those Fellows who are of Generation X. For those female and male Fellows in the Boomer generation who have reported, similar proportions report caring responsibilities (14% vs 13%, respectively), but a greater proportion of female Generation X Fellows report caring responsibilities than male (64% vs 41%).

Religion

- 38% of data on religion is missing, but of those Fellows who have provided information, 53% stated that they have no religion, with 29% Christian, 9% 'prefer not to say', 4% Jewish, 1% Hindu, 1% Muslim and less than 1% Buddhist or Sikh. There is also a small proportion who state that they ascribe to a religion but that it is not listed.

Intersectionality

- It is important to note that the intersection of age and gender of Fellows currently will have an effect that will lead to a predominantly male Fellowship if interventions are not put in place to drive a gender initiative for the next round of nominations. Noting that all Fellows in the youngest age bracket (40–45) are male, this will mean a dominant gender as Fellows

start to depart and should also act as a highlight for the Academy to understand what is needed to be in place to support women in this age demographic to apply for Fellowship. The caring data coupled with age and gender demographics clearly highlights this trend so further explorations and actions should be put in place targeting this intersection. The Academy must consider and action enablers and tools to put into place to support more individuals identifying as female within this age bracket to apply.

Qualitative data and EDI narrative

- The 2019–2020 Diversity Report recommended that ‘change must start within the Fellowship’. Building on modernising the election process, including assessment, improving data collection for Sectional Committees and Chairs, and demystifying the Fellowship election process were all suggested improvements.
- Data collection since 2020 has improved in terms of an increased number of categories; however, there remains high levels of missing data (between 38% and 42% across several categories). In particular, 38% of ethnicity data and 40% of LGBTQ+ data is missing. This may indicate that more needs to be done to engage all Fellows in the importance of sharing diversity data.
- It is important to note the difference between missing data and people opting for ‘prefer not to say’. The latter indicates a conscious choice not to share diversity data, which could be due to personal choice, such as the desire to maintain anonymity, whereas the former could indicate disengagement, lack of awareness or understanding, or disinterest. The breakdowns of ‘prefer not to say’ data and missing data for the Fellows are provided in Table 1. For example, in the race question, data is missing for 38%, and 3% of Fellows have selected ‘prefer not to say’ whilst these breakdowns for sexuality are 33% and 7%, respectively.
- The data reported here shows that the proportion of new Fellows who are female continues to increase year on year, which has resulted in a small overall increase of female representation (2%).
- However, data on ethnicity for new Fellows has high levels of missing information. This results in limited understanding of whether progress has been made to improve representation of new Fellows from a Black, Asian and/or Minority Ethnic background. Reporting has also changed from ethnicity to race, which makes comparisons difficult.
- Declaration of data relating to sexual orientation has high levels of missingness (40%) and representation of people who have declared as LGBTQ+ is low amongst Fellows.
- Across a series of interviews, participants were asked about their perception of progress towards the 2019–2020 report recommendations, and against the backdrop of the EDI Strategy 2023–2026, which set a goal of ‘diversifying the Fellowship’. This builds on the 2021–2022 action plan to ‘lay foundations for a stronger Fellowship’. This may provide some context for the quantitative data shared here.
- Interviews highlighted the perception that diversity across the Fellowship has not significantly changed since the 2019–2020 report. This is believed to be due to a slow pace of change (e.g. with the election process), appetite for change, and lack of training.
- There is no clear indication that changes, or new training, have been challenging to introduce so there is a question on why more has not been done internally to implement this.
- Our interviews with Fellows showed an appreciation and desire for improved diversity and

support for the Academy's ambitions to address this issue. This suggests that the slow pace of change is not due to resistance amongst Fellows themselves, and may be more due to internal processes, lack of clarity in what to do, or further development being needed across the Academy and its team responsible for creating this for the Fellows.

- Actions such as training/education and information events on why it is important to share diversity data, how it will be used and why it benefits the work the Academy delivers should be provided for Fellows; this could improve areas of missingness.
- In addition, the cross-cutting theme of monitoring progress was also highlighted.

Pace of change

- Pace of change relates to a belief that changes to the election process for Fellows is/has been slow. This includes the perception that the process has stayed the same, whilst other areas of the Academy are progressing.
- Participants mentioned that the process for nomination and election has not changed since the previous diversity report and creation of the EDI Strategy 2023–2026. The belief that making changes in these established processes is challenging to influence and progress was only a perception and view from internal Academy staff; the qualitative feedback from Fellows did not share that view but did indicate a need for guidance, signposting or innovation in this area to embed and consider change.
- A key enabler of diversifying the Fellowship was highlighted as ensuring internal decision-making is focused on this ambition and that all involved in the election process have accountability for this goal.

Appetite for change

- Related to the above, some participants questioned the appetite for change amongst the Fellowship, as well as the Academy staff. For example, to what extent the Academy colleagues accountable for elections are willing to fundamentally change the election process to ensure greater diversity amongst Fellows. The follow-on questions then are, if they are willing, what support and guidance have they been given to achieve and develop this, and if they are not willing to do this, what is driving this?
- There is a perception that some Fellows do not prioritise EDI or appreciate their role in growing inclusion and diversity, which may also explain the levels of missing data. It was generally considered this is more of an education and awareness-raising issue. There is an indication that some Fellows see inclusion comes at a consequence for ability, performance, seniority or capability. On more than one occasion it was referred to that a Fellow should have 'excellence' and typically this is achieved by how long they have been doing the work. This causes two barriers:
 1. Measures such as excellence can be subjective and if the Academy is to use such measures, then the starting point will be having an aligned understanding of what 'excellence' is and how it is measured.
 2. The indication that a 'length of service' is a requirement/proof of capability leads to an overpopulated age demographic rather than learning or exploring what competence can be achieved by individuals in shorter time periods based on their own individual capabilities and learning pace.

- Some participants articulated this as lack of clarity about the Academy's EDI ambitions and highlighted a need to set a clearer vision for the future Fellowship, which may provide greater impetus for change.
- The Royal Academy of Engineering shows a great example of inclusion intentions, with a dedicated Diversity and Inclusion Committee consisting of 10 Fellows and 3 non-Fellow members to support the Chair. This is in stark comparison to one Diversity Champion for the Academy representing the Council, and there has been difficulty recruiting other Fellows/Council members to join them in this work. Driving this approach forward would show a clear intention to move the EDI agenda forward by the Fellows.

Lack of training

- The process of electing Fellows is open to bias, including affinity (where there may be a tendency to nominate and elect individuals who individuals feel a similarity with) and groupthink (where there may be a tendency for individuals to go with a group majority, particularly if they are new).
- Formal training for members of Sectional Committees could grow greater awareness and stress the importance of improving diversity.
- This could also improve understanding of why it is important to declare diversity data.

Monitoring progress

- As highlighted previously, monitoring progress is challenging where there is missing data, for example establishing whether there have been improvements in the proportion of new Fellows from a Black, Asian and/or Minority Ethnic background.
- Many interviewees mentioned it is difficult to quantify how/whether diversity has improved since the previous report. Whilst data capture has improved in many areas, there is still more work to be done. It is also not readily available, resulting in a lack of visibility of what has changed, and what may have positively influenced data.

Recommendations

Data collection/monitoring progress

- Focused data collection for race and LGBTQ+, particularly with regard to new Fellows, to fill the gaps on missing data and provide a more accurate picture of where the Fellowship is, and therefore what progress is being made. This could include sharing the option to select 'prefer not to say'.
- Measure the attempts/rejections of male/female and AWB/Black, Asian and/or Minority Ethnic to establish if bias takes place in the peer-review stage.
- Introduce a review of new Fellow diversity data, as part of each election round, to support the monitoring progress.
- Once declaration has improved, introduce intersectionality reporting.

Overall process

- Consider a taskforce or additional EDI resource to review and propose positive action changes to the process for nomination and election of Fellows, with particular focus on learning from improvements made towards gender.
- We encourage consideration and discussion on the value of setting targets for diversifying the Fellowship. Targets can have both advantages and disadvantages. The advantages are this will clarify expectations, ensure clear accountability and focus on the goal of diversifying. Disadvantages are this can feel like a quota that those accountable do not always have direct control over.
- Consider building collaboration with other Fellowship organisations, including the Royal Society and the Royal Academy of Engineering, who are also working towards EDI action plans to diversify their Fellowship, to share best practice on what is supporting diversity.
- Consider following best practice of organisations such as the Royal Academy of Engineering, which has managed this well by introducing a 'Fellowship fit for the future' approach, which drives a focus on a diverse representation of Fellows using initiatives such as a proactive Nomination Panel to interrupt bias and drive forward inclusion intentions.

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 inclusive and equitable, whilst still ensuring it is no more taxing for them.
- Get clearer on the measures for nominations and consider how transferable skills can be highlighted and evidenced for nominators. Guide the principal nominators on the assessment of this, creating tools and tangible activities that can be taken up.

Assessment

- Consider introducing a positive action policy, including applying rules to automatically peer review diverse candidates who achieve a score of 2.5.
- Add a scoring matrix and consider EDI weighting within the scoring process for Fellows to ensure equality and equity in scoring.

Engagement and training

- Develop a communications and engagement plan for Fellows to establish ambitions for EDI and grow greater commitment towards the goal of diversifying the Fellowship. This should be sponsored by Council.
- Introduce training on how to interrupt bias and inclusive approaches as mandatory for all Sectional Committee members.
- Develop and support the internal Academy staff team responsible for the Fellows and nomination process to innovate and build a more inclusive process for Fellows to follow, which still upholds the expectations needed to become a Fellow for the Academy.

Staff and recruitment

The data for staff and recruitment is reasonably consistent between this and the 2019–2020 report except that we do not have data for:

- Staff breakdown in 2021, 2022 or 2023
- Internship recruitment data from 2022/23

Without an annual snapshot of staff, it is harder to explore trends over time. It may also be helpful to collect retention data to identify whether there are patterns in retention associated with diversity.

	Gender			Ethnicity			Disability			Total
	W	M	PNS	AWB	Black, Asian and/or Minority Ethnic	PNS	Yes	No	PNS	
Staff shortlist rate: 20/21	33%	16%	50%	31%	19%	43%	13%	27%	36%	27%
Staff appointment rate: 20/21	37%	0%	67%	20%	42%	33%	100%	23%	50%	30%
Staff shortlist rate: 21/22	29%	30%	100%	28%	24%	44%	31%	28%	29%	31%
Staff appointment rate: 21/22	23%	29%	0%	32%	13%	50%	50%	23%	25%	25%
Staff shortlist rate: 22/23	35%	35%	0%	49%	18%	0%	42%	38%	17%	37%
Staff appointment rate: 22/23	21%	29%	0%	25%	38%	0%	13%	26%	0%	23%

Table 4: Success rates of external staff recruitment broken down by gender (W=Woman, M=Man) and ethnicity for 2020/21, 2021/22 and 2022/23. The shortlist success rate is the proportion of candidates who are shortlisted, and the appointment rate is the proportion of shortlisted candidates who are appointed.

Gender

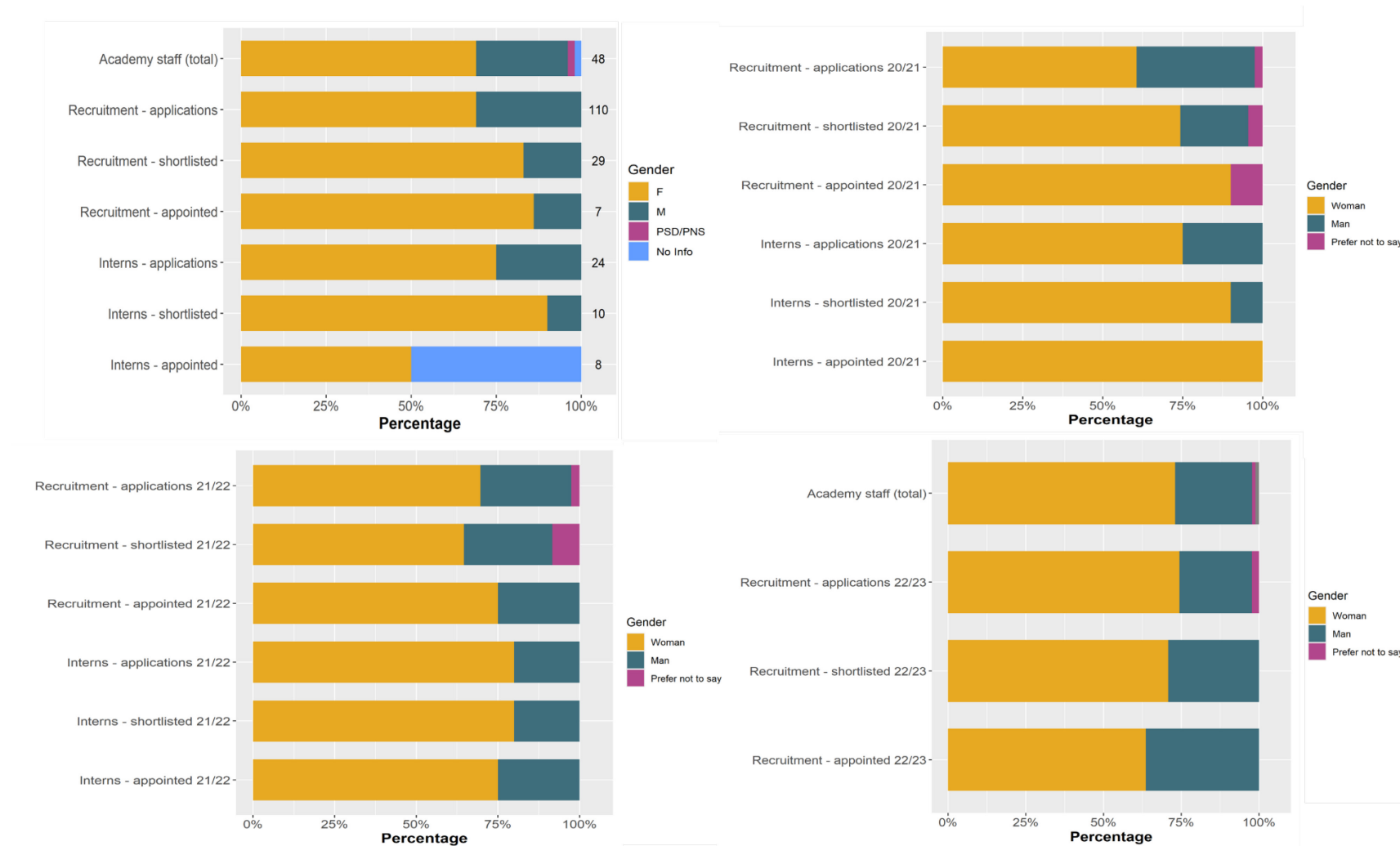


Figure 8: Horizontal bar charts for staff, external staff recruitment and intern recruitment by gender in 2019/20 (top left chart), 2020/21 (top right chart) 2021/22 (bottom left chart) and in 2022/23 recruitment with 2024 staff snapshot (bottom right chart).

Data collection is very good for gender except for the internship round in 2022/23, for which there is no data.

- 73% of staff are female and 25% are male; this is a similar breakdown from the staff snapshot in 2020.
- In 2020/21, whilst 37% of applicants were male, 21% of shortlisted applicants were male and no male candidates were appointed (we see a similar picture in internships in 2020/21). This pattern is not prevalent in the recruitment rounds in 2021/22 and 2022/23, where the gender breakdown is consistent between applicants, shortlisted applicants and those appointed.
- This is also evident in the shortlist rates. In 2020/21, more females were shortlisted than males (33% vs 16%) and 37% of female shortlisted candidates were appointed, compared to 0% of male shortlisted candidates. In the 2021/22 and 2022/23 recruitment rounds, the rates (both of shortlisting and appointing) are much more comparable between male and female candidates.
- The Academy now collects data on whether staff identify as transgender. No member has identified as transgender; 96% do not identify as transgender and 3% prefer not to say.

Ethnicity

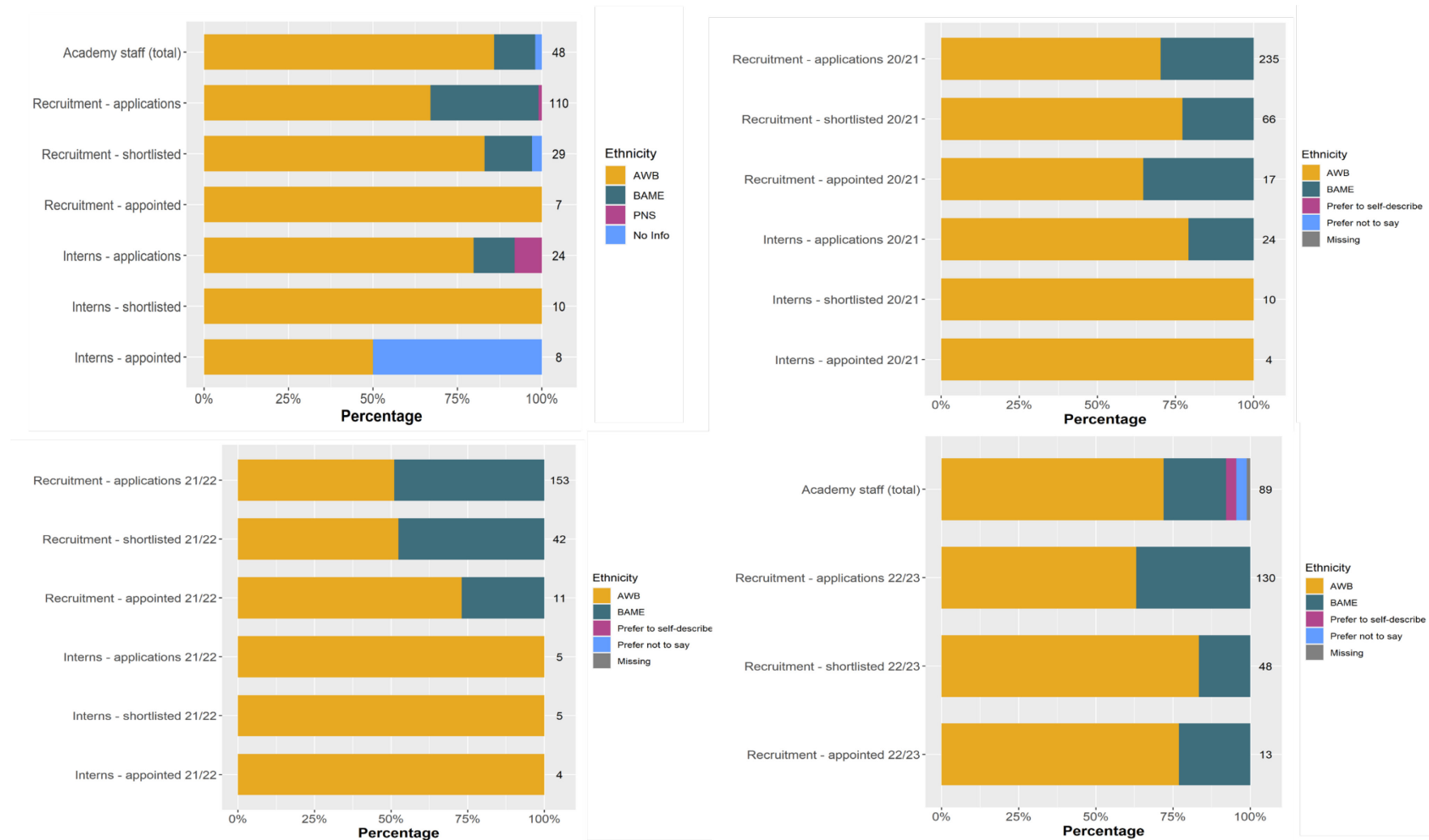


Figure 9: Horizontal bar charts for staff, external staff recruitment and intern recruitment by ethnicity in 2019/20 (top left chart), 2020/21 (top right chart) 2021/22 (bottom left chart) and in 2022/23 recruitment with 2024 staff snapshot (bottom right chart).

- Data collection is very good for ethnicity.
- Staff are 71% White, 20% Black, Asian and/or Minority Ethnic and 9% prefer not to say/to self-describe or are missing. The ethnic diversity of the staff is an increase from the 2020 snapshot of staff (of which 12% were Black, Asian and/or Minority Ethnic).
- The majority of Black, Asian and/or Minority Ethnic staff (15%) are South Asian.
- The breakdown of ethnicity by gender highlights that 70% of female staff members who are Black, Asian and/or Minority Ethnic are South Asian. Male staff members are more evenly split between the Black, Asian and/or minority ethnicities.
- This benchmarks with the 2019 Wellcome Collection Staff Survey and the 2021 Royal Society Diversity Report.
- In the last 3 years, the proportion of AWB candidates shortlisted for interview is higher than the proportion of Black, Asian and/or Minority Ethnic candidates. Whilst the proportion of shortlisted candidates appointed is higher for Black, Asian and/or Minority Ethnic candidates than AWB candidates in 2020/21 and 2022/23, we note that this is likely to be because there is a far smaller number of shortlisted Black, Asian and/or Minority Ethnic candidates compared to AWB candidates.

Disability and neurodiversity

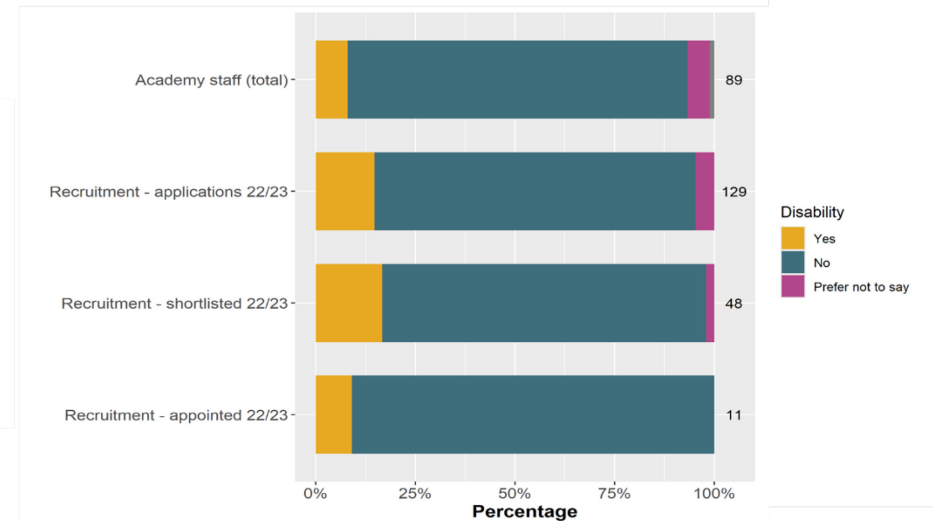
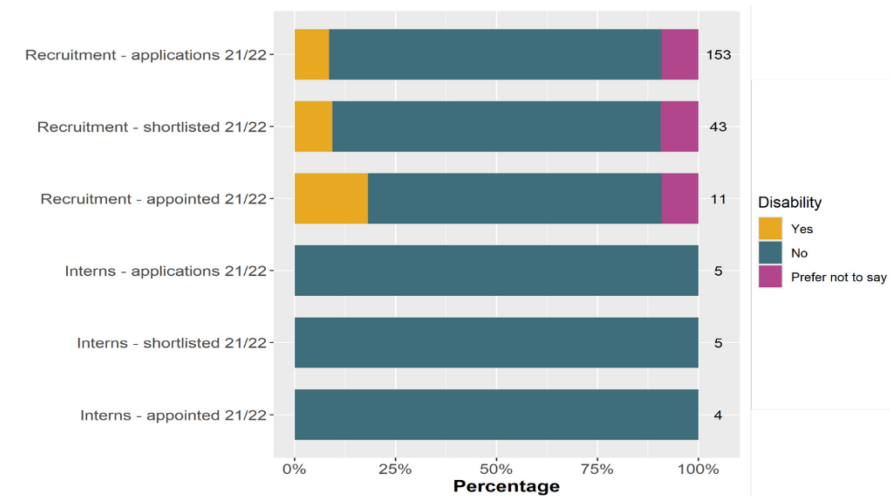
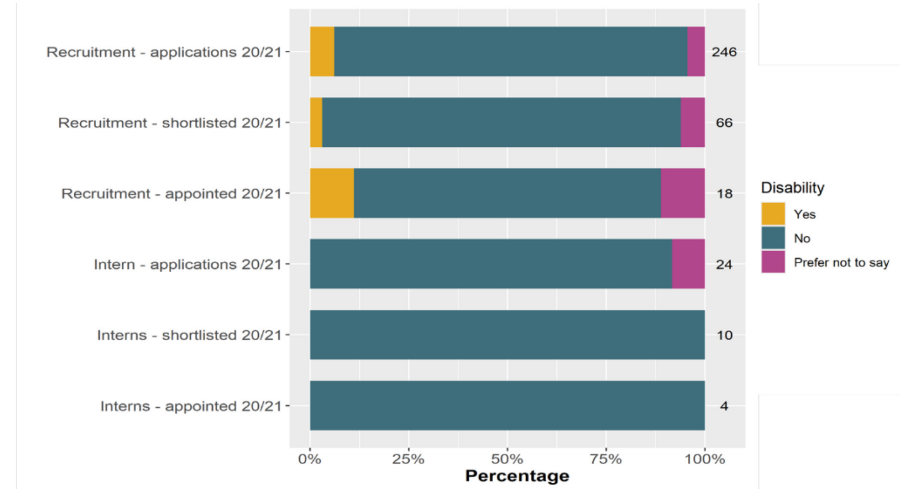
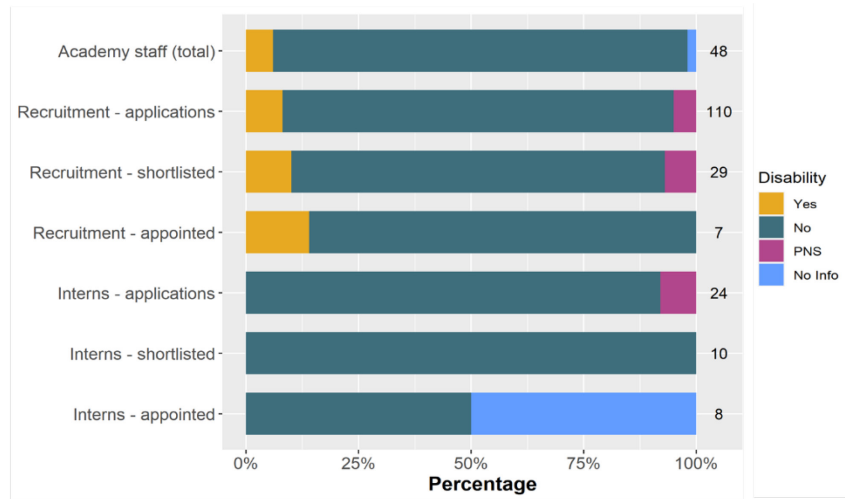


Figure 10: Horizontal bar charts for staff, external staff recruitment and intern recruitment by disability in 2019/20 (top left chart), 2020/21 (top right chart) 2021/22 (bottom left chart) and in 2022/23 recruitment with 2024 staff snapshot (bottom right chart).

- Data collection is very good for disability.
- 8% of staff consider themselves to have a disability (of which 5% are physical and 3% are mental). This benchmarks with the Wellcome Collection 2019 Staff Survey and the 2021 Royal Society Diversity Report.
- Of the two rounds of internship data that we have, no candidates with disabilities applied.
- A small proportion of applicants were disabled in the recruitment rounds during the last 3 years, and during each year, of which a proportion were shortlisted and successfully appointed.
- 80% of staff do not consider themselves to be neurodiverse and 8% prefer not to say. 12% of staff do consider themselves to be neurodiverse with a range of neurodiversities, e.g. dyslexia, attention-deficit hyperactivity disorder (ADHD), attention-deficit disorder (ADD), autism and obsessive-compulsive disorder (OCD), amongst others.

Age

- There is now data on the age breakdown of staff at the Academy.
- 65% of staff are Millennials (23–43), 31% are Generation X (44–59) and 3% each Boomers (60–78)/Generation Z (12–22).

Caring responsibilities

- 38% of the Academy's staff have stated that they have caring responsibilities, 25% of which are for under-18s, 7% for over-18s and 6% for both under- and over-18s.
- We note that a greater proportion of female staff members have indicated that they have caring responsibilities compared to male staff members (40% compared to 32%) and female staff members typically have more caring responsibilities for under-18s (28% compared to 18%).
- 50% of Black, Asian and/or Minority Ethnic staff have reported caring responsibilities compared to 36% of White staff.
- Where a staff member has caring responsibilities for under-18s, 93% are joint carers whereas if the caring responsibility is for over-18s, 46% are joint carers and 45% are single carers. Where a staff member is caring for someone over 18, they are more likely to be a single carer compared to those who care for someone under 18.

Sexual orientation

- 83% of staff have identified as heterosexual and 6% as LGBTQ+. 9% of staff prefer not to say what their sexual orientation is and we have missing data for 2%.
- Representation of people who declare as LGBTQ+ has reduced from 10% in the 2019–2020 report.

Religion

- 38% of staff have stated that they have no religion, with 28% Christian, 9% Muslim, 5% Hindu and less than 5% as Spiritual or ascribing to a religion or belief but preferring not to disclose. Overall, 9% of staff prefer not to say their religion and 7% stated that it was not applicable.

Intersectionality

- The impact of intersections comes up again within the Academy staff team; intersectionality and its impact should be a key focus in the ongoing EDI actions across all groups as the Academy continues to deepen its knowledge and embed learnings and change that can impact on the sector overall. The data shows that 50% of Black, Asian and/or Minority Ethnic staff have reported caring responsibilities compared to 36% of White staff. We also see that a greater proportion of female staff have caring responsibilities than male. The data is too small to explore ethnicity, gender and caring responsibilities all at once; however, it is likely that this intersection (if it were able to be measured) would reinforce the data we already know. Exploration and consideration of amendments to people and culture policies/processes that acknowledge that these groups may benefit team members who are most impacted by this and could help to shape a culture of belonging for all employees.

Qualitative data and EDI narrative

- The 2019–2020 Diversity Report made several recommendations relating to the Academy staff group, including building an EDI strategy, bringing in dedicated EDI resource, increasing awareness of EDI, improving data capture and addressing the disparity with representation of people from a Black, Asian and/or Minority Ethnic background.
- Progress has been made to collate diversity data, with very good collection for each category.
- Where there is comparative data to the 2019–2020 report, this indicates progress, for example with increased representation of people from a Black, Asian and/or Minority Ethnic background across staff groups.
- Interviewees were asked about their perception of progress towards these areas and against the goal of ‘diversifying the Academy staff group’, as set out in the EDI Strategy 2023–2026.
- Many participants shared a perception there has been positive progress, with specific mention of improved data collection and focus on diversity. The introduction of dedicated resource was mentioned as a key enabler, as was the sense that it is easier to change processes within the Academy staff group (when compared with the Fellowship).
- In addition, the need to shift accountability and move from intention to action, and monitoring progress emerged as themes.
- Whilst it is clear that there is a favourable shift towards gender representation across the staff, resistance should be shown in celebrating this representation split. Exploration and consideration should be made on whether the increased representation of women points to wider failings in access or opportunities for women to progress academically and professionally in science as a sector. Could it be that the Academy’s success is because science has failed in developing access to the career. This is similarly echoed in the barrister profession where there is a high percentage of equipped women in the field who are qualified but do not obtain or continue on to the Bar as the environment does not necessarily support and encourage continuation of the role with the needs of women in this age demographic.

Positive progress

- Participants shared a perception that pace of change has been quicker and much has been achieved within the Academy staff team, particularly with regard to recommendations made in the 2019–2020 Diversity Report.
- Most participants specifically mentioned that collection and visibility of diversity data has greatly improved since the previous diversity report.
- Participants referred to a greater focus on the importance of capturing data and how this has become part of how the Academy operates.
- Participants referenced a general sense that diversity and inclusion is more embedded across the Academy since the 2019–2020 report, for example, a regular calendar of training and learning, internal communications resources, and EDI in staff objectives.

Dedicated EDI resource

- Most participants celebrated and referenced the introduction of a dedicated EDI role as the key enabler of progress across the Academy, especially in the internally focused EDI work, raising awareness and behaviour change. The role has ensured greater focus on diversity and provided much-needed expertise. The authors commend the Academy for acting on the recommendations of the 2019–2020 report to bring this role into the organisation.
- The report has also highlighted the need for broader accountability across the Academy for driving the EDI Strategy 2023–2026 in areas such as diversifying the Fellowship and external and sector-focused work.

Accountability

- Some reflected a sense that too much responsibility was now being placed on the dedicated EDI role, and sustained progress towards improving diversity and inclusion will require broader accountability and holding those in leadership roles to account, including the wider Fellowship.
- Some participants referenced the progress made to date has been very much about laying foundations, for example, by capturing and analysing data. These participants referred to now needing to act on data, including being clear about who is accountable for data and moving it to action.

Monitoring progress

- Participants referred to a belief that things were improving, but this felt anecdotal rather than evidenced. Several commented that it is ‘difficult to quantify improvements’. This theme is mentioned throughout the report and could be an indication that clearer, defined milestone measures will be needed to ensure the Academy maintains momentum and focus on the EDI Strategy 2023–2026.

Recommendations

Data: from capture to action

- Continue to focus on diversity data capture, which will provide a picture of improvement over time, particularly in areas where data capture is new (e.g. LGBTQ+).

- A theme across recommendations is encouraging the Academy to use data to influence actions and behaviours. Consider introducing data dashboards to provide colleagues and managers with more information, and real-time progress monitoring, allowing people to better understand what impact changes are having.
- Consider introducing regular diversity data reviews, such as quarterly discussions, with senior leaders sharing narrative on data changes within their departments. This could grow broader accountability across the organisation.
- Now there is more diversity in place within the Academy it is essential that the Academy starts to measure the retention of individuals from minoritised groups. The Academy would also benefit from building in more belonging activities to ensure that the efforts made to widen representation are not lost through lack of retention due to lack of belonging.
- There is a clear indication in the recruitment process that shows conflict; this could mean we are celebrating an untrue gain in the data. There is a higher conversion of White candidates to shortlist; however, candidates from Black, Asian and/or Minority Ethnic backgrounds show a higher conversion from shortlist to offer. Whilst this reads well, it is important to note that this is likely due to a smaller pool of candidates at shortlist stage, resulting in candidates from Black Asian and/or Minority Ethnic backgrounds being more likely to be converted when in fact they are just a higher proportion of the overall group.
- We recommend the tools around bias hiring principles and positive action intentions are revisited with hiring managers to increase the conversion rates of candidates from Black Asian and/or Minority Ethnic groups at the application stage to shortlist.
- The Academy is a disability-compliant organisation; however, it does not guarantee interviews for disabled applicants. We recommend that this is revisited as a consideration for applicants to the organisation. To further enhance this, we recommend that the application process is varied to enable a diverse cognitive group of individuals to be able to apply using the method that puts their best self forward.
- Sexual orientation declaration has reduced by 10% since the last diversity report and this should be highlighted as a concerning downward trend that requires action. There is still evidence of othering for internal staff measuring and monitoring when information such as 'prefer not to say' (PNS) and 'prefer to self-identify' (PSI) are combined together. These two questions should be separated so that marginalisation and othering is removed and hopefully an increase of declaration is achieved.
- The previous report shared recommendations to look at what support is in place for LGBTQ+ staff to ensure they belong and can bring their authentic selves to work. It was asked to work through 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 LGBTQ+ colleagues 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?
- The above should be reviewed to establish if progress was made on these questions; we also recommend a series of listening sessions with LGBTQ+ colleagues to understand how they are experiencing work to establish if more can be done to attract, engage and retain colleagues.

EDI resource

- Considering the progress made internally, we recommend the Academy reviews how additional EDI resources will drive other elements of the strategy. Namely, diversifying the Fellowship and external positioning/partnerships, as well as supporting data collection and interpretation.
- An increase in resources across the EDI team will improve aspects above but also support driving forward the Academy's intentions externally. Whilst it is not clear in other organisations such as the Royal Academy of Engineering and the Medical Schools Council what the size of the EDI resource is internally, what is apparent is how much more support is given to organisations relying upon them to set the pace and give guidance on EDI in their work. The Medical Schools Council has clear external support for medical schools and the Royal Academy of Engineering has key principles, guidance and external ambassadors to support the EDI work. Increasing the EDI resource headcount internally will support an inclusion action plan with a focus both internally and externally. In addition, the Royal Academy of Engineering holds a charter to embed accountability across their workforce for EDI.
- Organisations that have focused on internal or external only have not seen the results sustained as well as they could be. Examples of great external EDI-driven intentions have been seen from Wellcome and Amnesty International, yet this has not necessarily best moved the dial internally. Similarly, the Academy has made much progress internally, but this has not been cascaded or embedded in external work. It is recommended that increasing the headcount to cover both internal and external impact work will improve a sustained change for the sector and organisation.
- The internal staff team responsible for EDI has delivered well with limited resources; however, a recommendation is made to make this more robust by including EDI as a dedicated responsibility across the strategic level. It is currently led by the Director of Communication and Engagement and this strategic role would work well holding this work as part of the existing work to ensure the internal–external piece is covered. The reporting line of the EDI team can then continue with the support and voice of this key strategic lead influencing key stakeholders internally and externally. An increase in headcount of the EDI resources team should also be considered.
- With the increase of female representation internally, there must be a focused ally to hear the voice of male colleagues and discuss how the current demographics could shape the strategic intentions of people and culture and EDI plans. For example, when reviewing and considering policy change or supporting resources, which is more likely to get prioritised – maternity policies or men's mental health? It is important to acknowledge that the majority group demographic could cascade down to what is prioritised, the culture of the organisation and the sense of belonging.

FLIER and SUSTAIN

In the 2019–2020 report, all career development events and programmes were reported. In this report, the focus is on the FLIER (round 3) and SUSTAIN programmes.

FLIER is the Academy’s Future Leaders in Innovation, Enterprise and Research programme and is focused on developing leaders of the future who can create collaborations across academia, industry, the NHS and government to drive innovation.

SUSTAIN is an Academy programme to enable women in research to thrive in their independent careers. It provides an innovative programme of training and support to develop participants’ leadership and career potential.

For both programmes, participants are selected from a set of applicants who have applied to be part of the programme, and multiple rounds of applicants/participants occur. Applications to FLIER are open to all middle-career researchers; however, SUSTAIN applicants must hold awards from specific funders. The selection process for FLIER is based on application and panel interview. The selection process for the SUSTAIN programme is via a two-step randomised stratification.

SUSTAIN data has been grouped into rounds 2–7 and 8–10 because the way in which participants are selected was updated in round 8 to actively attempt to improve diversity (including further advertising), therefore it is of interest to compare the diversity at this change point. Changes made in rounds 8–10 include a new application form and the option for applicants to select into positive action. In this process a first round of randomisation selects one-third of the available places (stratified by funder) from applicants from an under-represented group (individuals who identify as neurodiverse, disabled and/or long-term impaired, Black, Asian and/or Minority Ethnic and/or LGBTQ+. Any unselected participants from this group then go back into the general applicant pool, from which the remaining two-thirds of places are randomly selected.

Gender

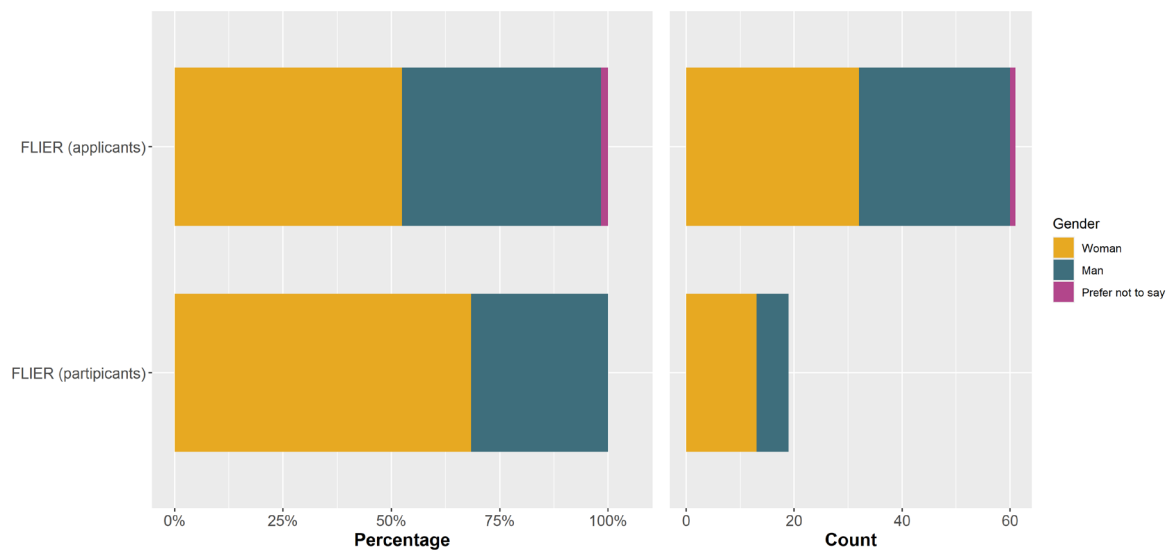


Figure 11: Horizontal bar charts of the breakdown of the FLIER applicants and participants by gender in 2024.

- SUSTAIN is a programme for female candidates and therefore both applicants and participants are 100% female.
- Care and consideration must be taken on whether naming the programme as being for 'female' candidates considers how that is managed for applicants identifying within the LGBTQ+ community. Language and details must be used to ensure this community is included, with clarity for applicants.
- The data collection for FLIER is very good with no missing data.
- 53% of FLIER applicants are female, whilst 68% are participants, highlighting that in FLIER 3, females have been more successful than males.
- In previous FLIER cohorts, 47% and 61% of participants were women (FLIER 1 and 2, respectively).

Race/ethnicity

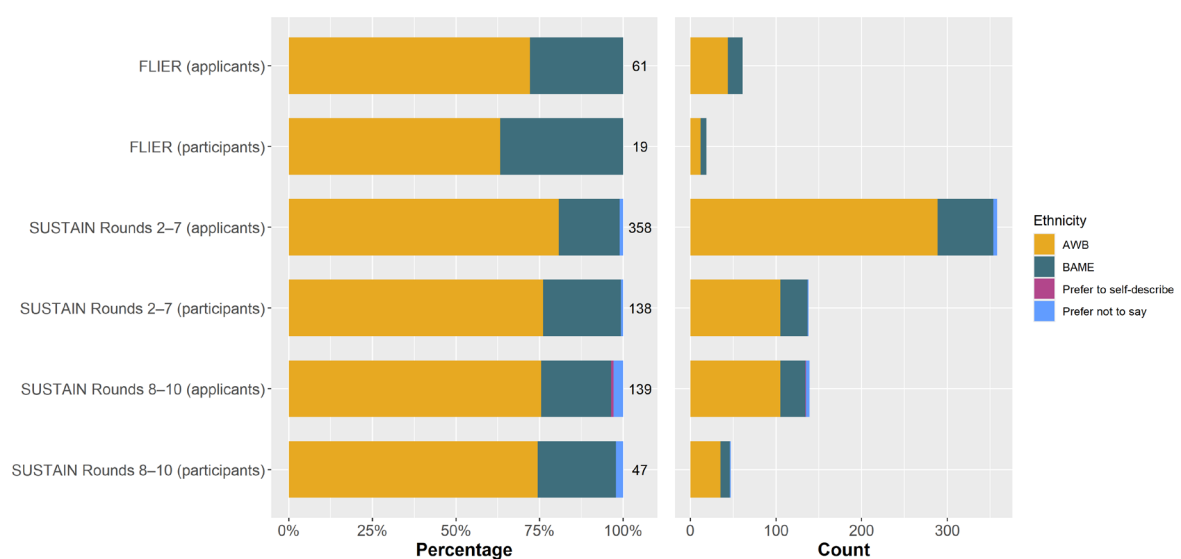


Figure 12: Horizontal bar charts of the breakdown of the FLIER and SUSTAIN applicants and participants by ethnicity in 2024.

- The data collection on ethnicity is very good for all SUSTAIN rounds and FLIER 3, with no missing data.
- 72% of FLIER applicants were AWB compared to 63% of participants, highlighting that a higher proportion of Black, Asian and/or Minority Ethnic candidates were successful compared to AWB candidates.
- We note that 6% and 28% of participants were Black, Asian and/or Minority Ethnic in FLIER 1 and 2, compared to 37% in FLIER 3, demonstrating an improved level of ethnic diversity over time on the FLIER programme.
- Whilst the selection process has been updated within the SUSTAIN programme, there is no evidence that there is a greater number of successful Black, Asian and/or Minority Ethnic candidates. The proportion of Black, Asian and/or Minority Ethnic participants in rounds 2–7 and rounds 8–10 was 23%.

Disability

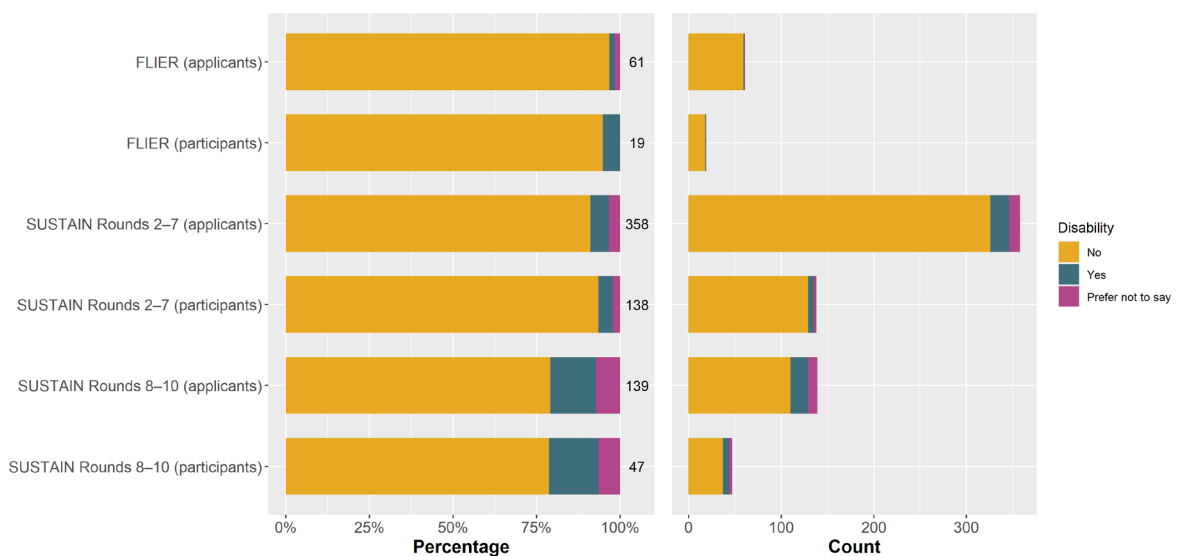


Figure 13: Horizontal bar charts of the breakdown of the FLIER and SUSTAIN applicants and participants by disability in 2024.

- Data collection for both FLIER and SUSTAIN is very good.
- There are very few disabled applicants or participants in FLIER 3; this is consistent with FLIER 1 and 2, where there were no disabled participants.
- There is a higher proportion of disabled candidates in the SUSTAIN rounds 8–10 compared to rounds 2–7 (15% vs 4%).

Sexual orientation

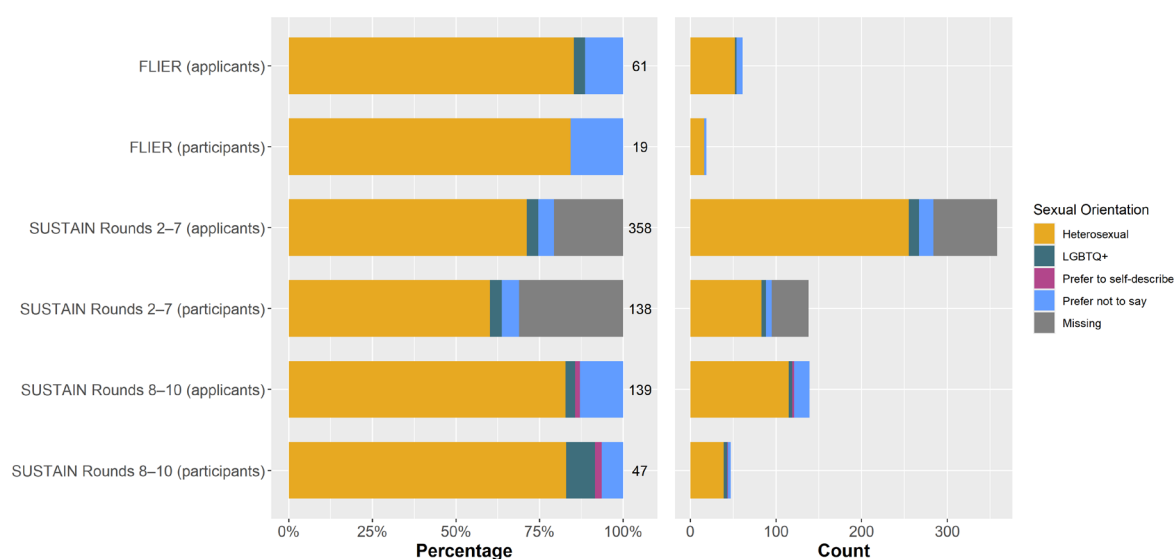


Figure 14: Horizontal bar charts of the breakdown of the FLIER and SUSTAIN applicants and participants by sexual orientation in 2024.

- There is no sexual orientation data recorded for SUSTAIN rounds 2 and 3.
- Typically, there are very few LGBTQ+ applicants or participants in either FLIER or SUSTAIN.
- There is a small increase in the proportion of LGBTQ+ SUSTAIN participants in rounds 8–10.

Qualitative data and EDI narrative

- The 2019–2020 Diversity Report highlighted the need to build on positive outcomes of improved gender representation and address disparities in representation of people from a Black, Asian and/or Minority Ethnic background, including across career development programmes.
- The data in this report highlights improved representation of people from a Black, Asian and/or Minority Ethnic background on the FLIER programme, with no change on SUSTAIN.
- Very few participants on either programme are LGBTQ+ or have a disability despite an increase in the number of awardees with a disability rising from 4% to 15% in SUSTAIN rounds 8–10. This could point to a need to do more targeted advertising of the programme to individuals who identify with these communities.
- Interviews asked individuals their perception of progress with regard to diversifying programme participants, including what changes have been introduced and the impact these had.
- The interviews highlighted perceptions of positive progress; however, lack of monitoring and visibility of data made this difficult to quantify.

Perceptions of positive progress

- Changes have been implemented in the application form and processes for career development programmes. Participants also mentioned there is more focus in general on diversifying participants.
- Feedback highlighted a sense that more changes could be introduced and there was a general appetite to continuously improve.

Monitoring progress

- There is little visibility of diversity data trends for people involved in selection for programmes, so the extent to which changes result in overall improvements is unknown until this data report is published.
- As shown in this report, the changes made to the selection process for SUSTAIN have not resulted in improved representation of candidates from a Black, Asian and/or Minority Ethnic background, whereas FLIER has seen gradual improvement over time. The lack of real-time access to data means that people are unclear about these outcomes and therefore are missing an opportunity to learn about what is having a positive impact.

Recommendations

Data: from capture to action

- Consider providing stakeholders and programme managers with real-time diversity data dashboards. This will build deeper understanding of the impact that changes to the selection process are having on diversity outcomes.

Selection process

- Review how improvements to FLIER have been achieved and consider introducing these to the SUSTAIN programme. Consider trialling additional positive action steps to improve diversity amongst selected SUSTAIN candidates, particularly with regard to race.
- Consider all groups with low representation, specifically LGBTQ+ and disabled, to explore how to diversify across all groups through advertising and attraction.
- For example, introduce bias interrupters to FLIER interview panels, ensuring that somebody holds the role for challenging whether there is any bias in decision-making.
- Review selection criteria and ensure training for panel members to ensure scoring is equitable, consistent and fair.

Strengthen links to Fellowship

- The first FLIER programme participant has been elected as a new Fellow for 2024. We recommend that an active review is conducted of what contributed to the successful nomination and election, and identify actions to engage other participants.
- Consider introducing mentorship or sponsorship or Fellowship events across the FLIER and SUSTAIN programmes as methods to build relationships and provide opportunities for potential future nomination.

Governance

Gender

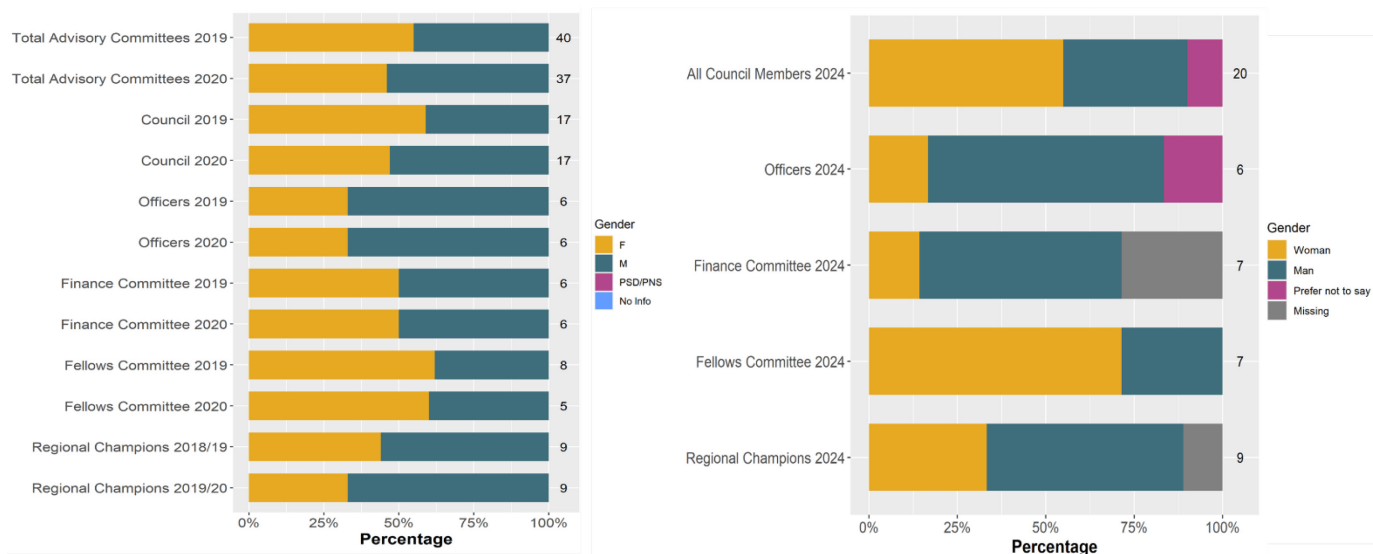


Figure 15: Horizontal bar charts of the breakdown of governance by gender in 2019/20 (left chart) and in 2024 (right chart).

- Data is very good for governance for those committees for which available.
- Note that the total numbers in the Finance Committee, Fellows Committee and Regional Champions are low, therefore percentages should be interpreted with care.
- Overall, no gender dominates the Council members (with 55% female, 35% male and 10% who prefer not to say). There are more male Regional Champions on the Finance Committee, but more females on the Fellows Committee.

Ethnicity

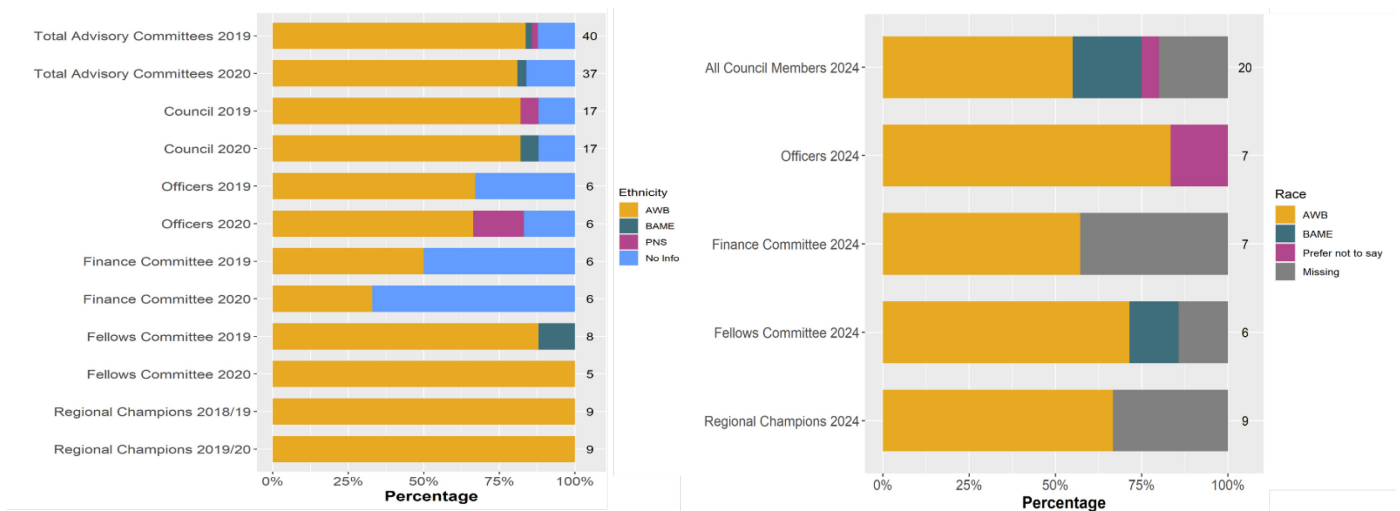


Figure 16: Horizontal bar charts for governance by ethnicity in 2019/20 (left chart) and in 2024 (right chart).

- Data on race for all Council members is good, with missing data at 20% (the missingness is higher for Regional Champions and the Finance Committee).
- Black, Asian and/or Minority Ethnic representation remains low for the committees and Regional Champions. However, for those Council members for whom we have data, 25% are Black, Asian and/or Minority Ethnic and 69% are AWB. This is an improved breakdown compared to 2019–2020; for those members for whom there was data, there were no Black, Asian and/or Minority Ethnic members in the 2019 Council and 6% of members were Black, Asian and/or Minority Ethnic in the 2020 Council.

Disability

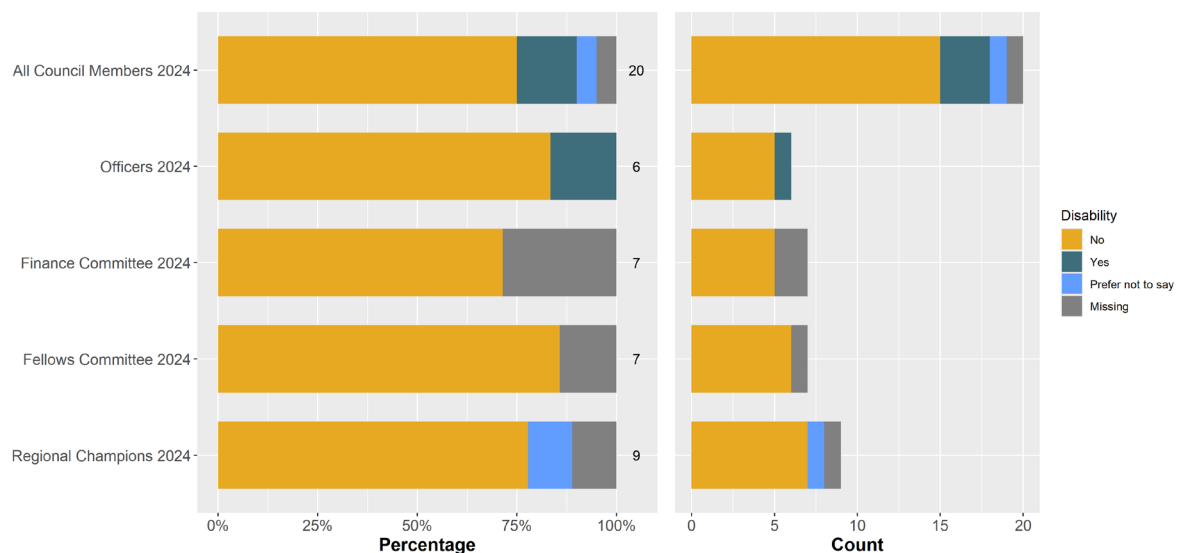


Figure 17: Horizontal bar charts for governance by disability in 2024.

- There was previously no data collected on disability, so it is an improvement that disability data is now available.
- There are no members of the Finance Committee, Fellows Committee or Regional Champions who are disabled. 16% of the Council members have declared themselves to be disabled.

Sexual orientation

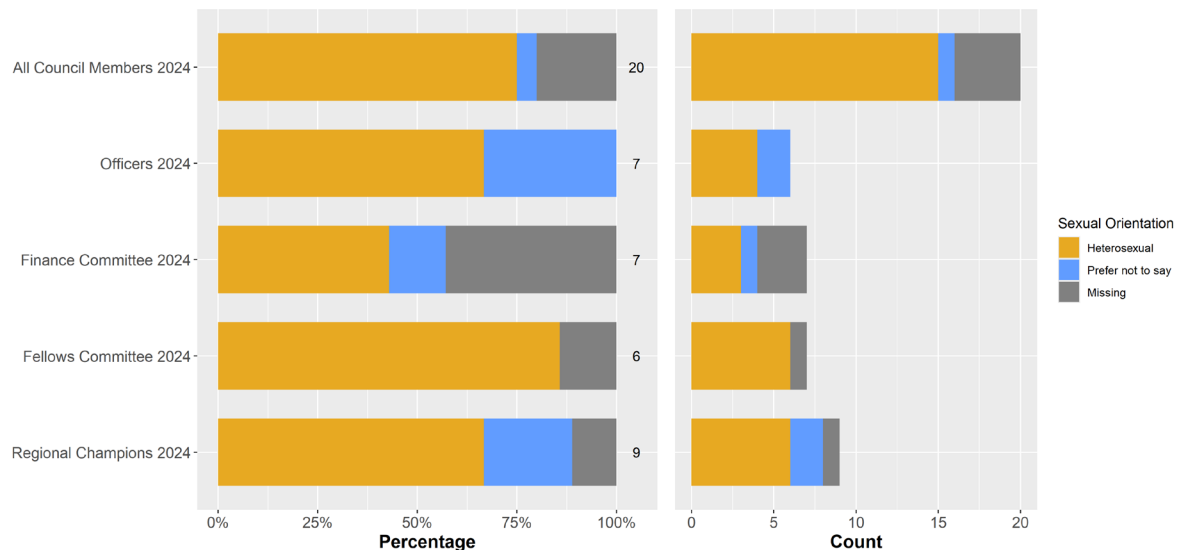


Figure 18: Horizontal bar charts for governance by sexual orientation in 2024.

- There is more missing data on sexual orientation for the Council and committee members compared to other characteristics.
- For those Council members for whom we have data, there are none who have identified themselves as LGBTQ+ (and therefore there is no LGBTQ+ representation on any of the committees).

Qualitative data and EDI narrative

- The 2019–2020 Diversity Report acknowledged that changes to governance across the Academy will be challenging given the limited diversity of the Fellowship group. The report suggested a focus on diversifying the Fellowship as a starting point.
- The data shows increased representation of people from a Black, Asian and/or Minority Ethnic background on Council from 6% in 2019 to 25% in 2024. There is still some missing data.
- Interviewees were asked about progress with diversity across governance. This reinforced the 2019–2020 report comments, with the theme of ‘challenge of change’ emerging from discussions.

Challenge of change

- The general perception of interviewees is that it is difficult to change governance across the Academy, both in terms of how it operates and representation. In part, this is due to the Royal Charter and a limitation on how governance structures can change.
- It was suggested imposter syndrome may influence whether individuals put themselves forward for Committee roles; more proactive sponsorship and actively seeking diversity on committees may be helpful.
- A new Diversity Champion was recently appointed; however, further attempts for champions to join them from the current Council have been futile. We recommend that the request for Diversity Champions should be changed to an expectation that all will serve as Diversity Champions. This will encourage Council to embrace EDI as an overall fundamental part of all Council members' roles and not just the Champion.
- This will drive the role of the Champion to ensure activities, agendas and actions are taken to drive the responsibility of all Council members becoming Champions and drive the inclusion of EDI thinking in all Council meetings, rather than the Champion being the sole owner of the agenda on behalf of the whole Council. The Medical Schools Council and the Royal Academy of Engineering both have no less than 10 Fellows or members who form part of the EDI action plan and strategy for the work internally and externally. Wellcome has invested in a significant team to drive this forward, consisting of staff and members to support internal and external actions for inclusion.

Recommendations

Data

- Continue to encourage improved data reporting from the governance committees, reducing the proportion of missing data, particularly for the Finance Committee and Regional Champions.
- Specifically address missing data for LGBTQ+ and encourage Committee members to declare this data through education and awareness-building.

Improving representation

- Undertake active screening-in (where diverse candidates are specifically identified and approached directly); signposting should take place to encourage Black, Asian and/or Minority Ethnic, LGBTQ+ and disabled Fellows to join the governance committees.
- Embed the actions planned as part of the EDI Strategy 2023–2026, including establishing an EDI Advisory Committee and embedding Diversity Champions.

Events

A different approach has been adopted for this report. Detailed breakdowns have been provided for four different events that the Academy will focus on over time. These are:

- Clinical Academics in Training Annual Conference (CATAC)
- President's Virtual Tour (occurs every 5 years)
- International Health Lecture (IHL), an annual UK lecture
- FORUM annual lecture (used for fundraising)

Additionally, a breakdown of events as a whole is provided.

Gender

Clinical Academics in Training Annual Conference (CATAC)

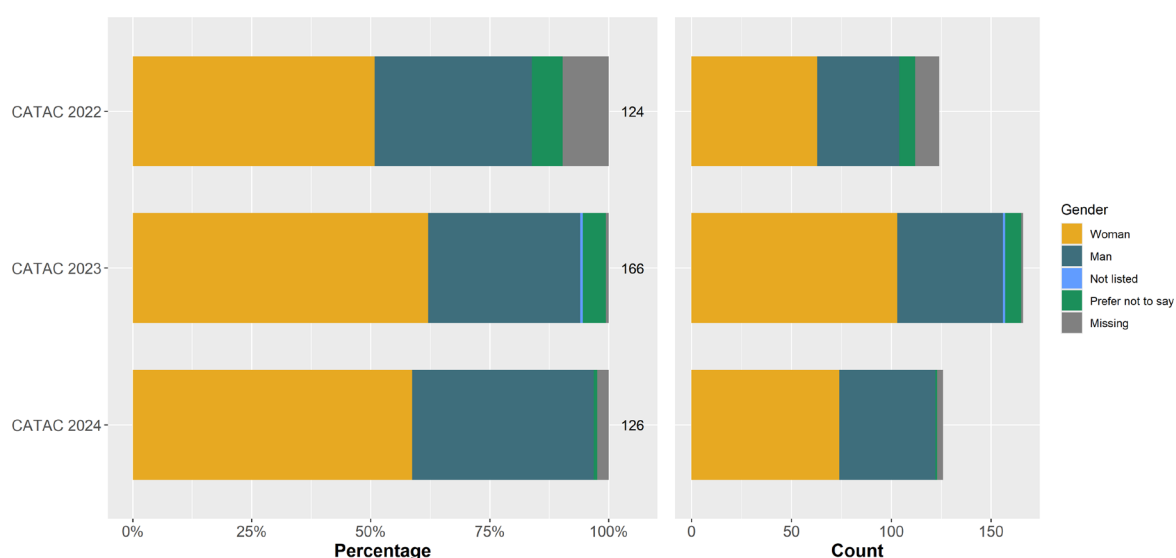


Figure 19: Horizontal bar charts for CATAC 2022–2024 by gender.

- In the last 3 years, there has been a higher proportion of female attendees at CATAC compared to male attendees.

Annual FORUM lecture

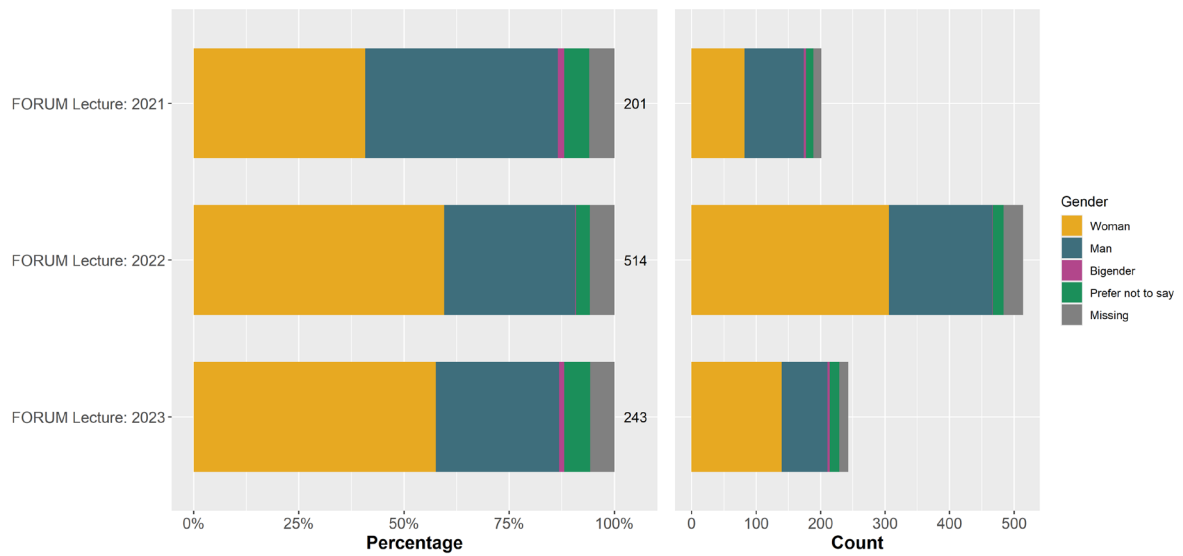


Figure 20: Horizontal bar charts for the annual FORUM lecture 2021–2023 by gender.

- In 2021, there was a higher proportion of male attendees at the FORUM lecture, but in 2022 and 2023 there was a higher proportion of female attendees.

International Health Lecture

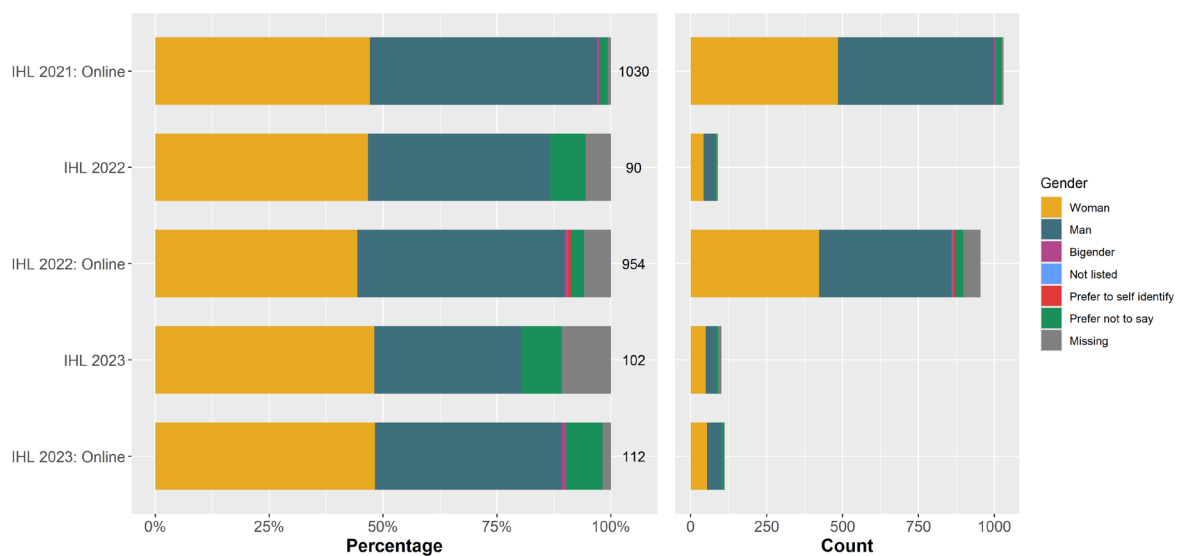


Figure 21: Horizontal bar charts for the International Health Lecture 2021–2023 by gender.

- There is an approximately even split of male and female attendees at the annual International Health Lectures over time (whether in person or online).

2021 President's Virtual Tour

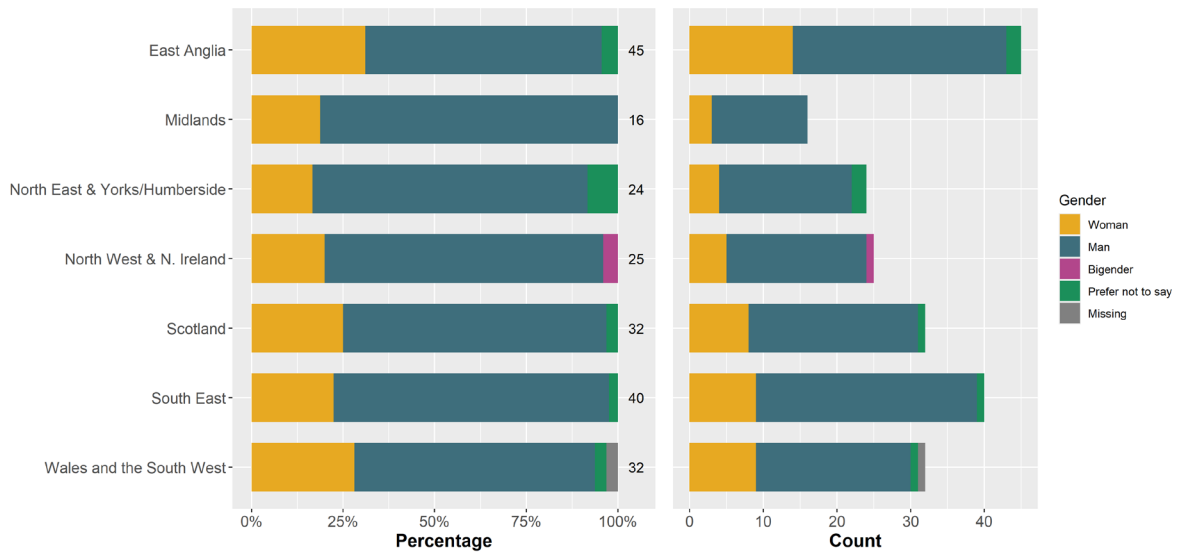


Figure 22: Horizontal bar charts for the 2021 President's Virtual Tour by gender.

- No matter which region, there are more male attendees at the President's Virtual Tour, with approximately 25% attendees being female and 70% male.

All events: 2021–2024

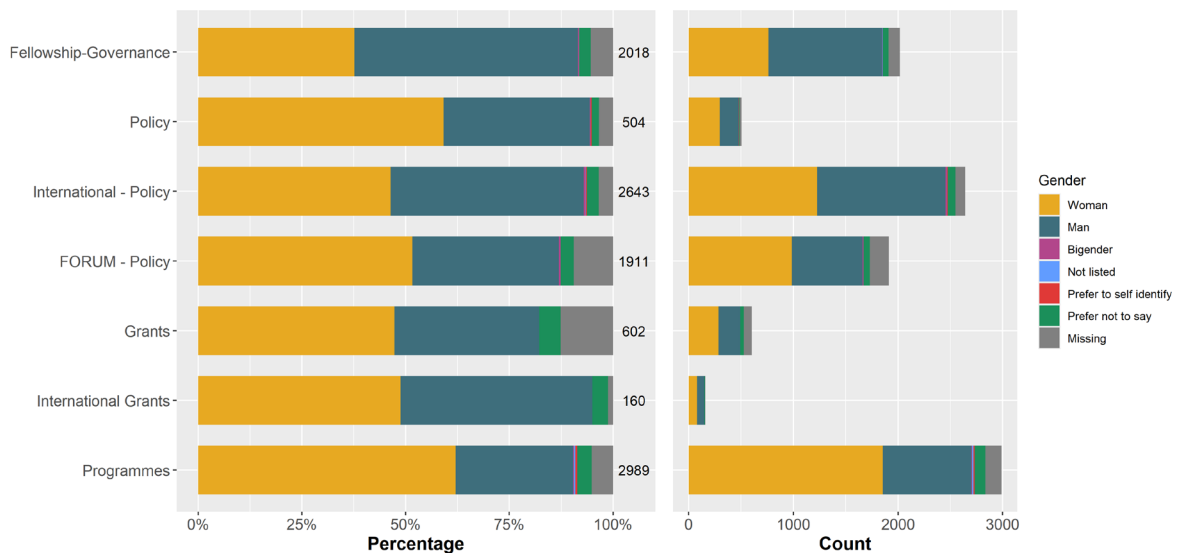


Figure 23: Horizontal bar charts for all events 2021–2024 by gender.

- Across the different subgroups, there is an approximate gender split. However, there are more female attendees at policy and programmes events and more male attendees at Fellowship governance events.

Race/ethnicity

Clinical Academics in Training Annual Conference (CATAC)

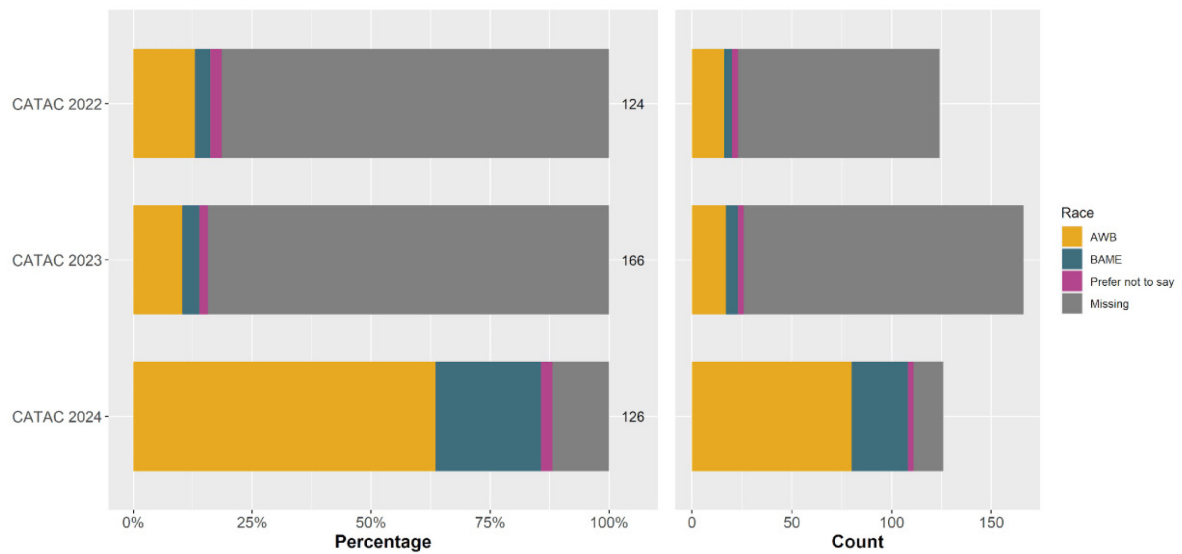


Figure 24: Horizontal bar charts for CATAC 2022–2024 by ethnicity.

- The data on race has been poor for the CATAC events in 2022 and 2023, but good in 2024. Where we have data in 2024, 25% of attendees are Black, Asian and/or Minority Ethnic and 72% AWB.

Annual FORUM lecture

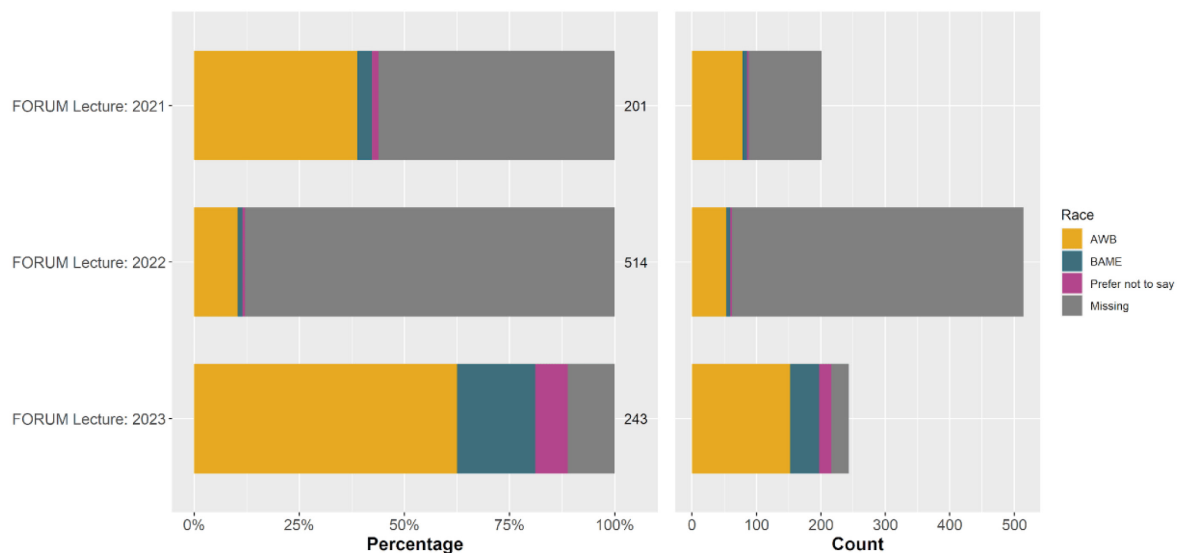


Figure 25: Horizontal bar charts for the annual FORUM lecture 2021–2023 by ethnicity.

- We see a very similar picture for the annual FORUM lectures. Data collection is poor in 2021 and 2022 and good in 2023.
- In 2023, 21% of attendees were Black, Asian and/or Minority Ethnic and 70% AWB.

International Health Lecture

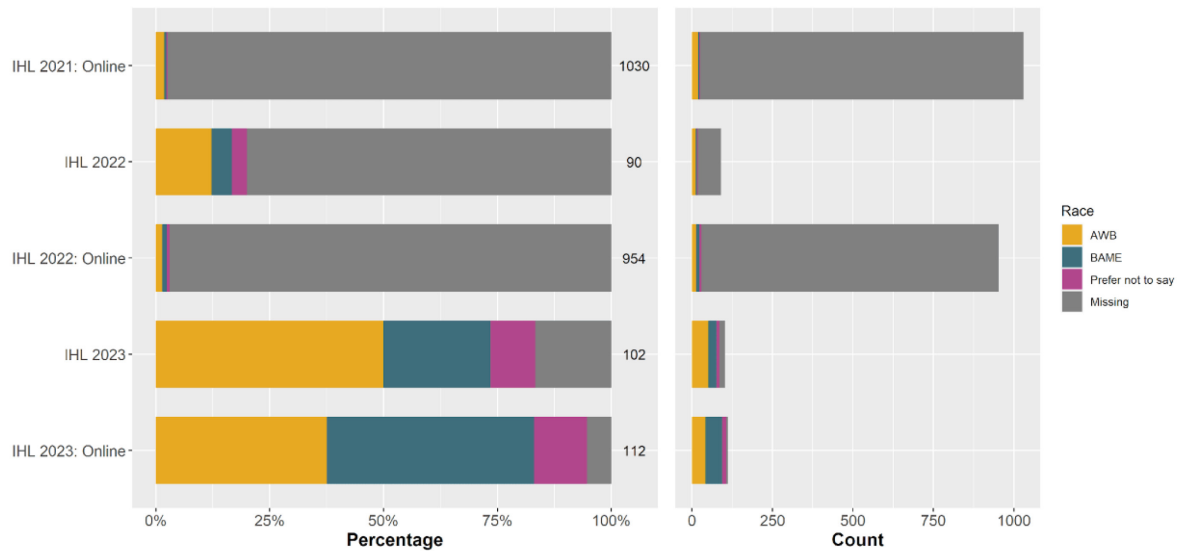


Figure 26: Horizontal bar charts for the International Health Lecture 2021–2023 by ethnicity.

- We have good data collection for the 2023 International Health Lecture.
- For those attendees who have provided data, 28% of in-person attendees are Black, Asian and/or Minority Ethnic compared to 48% online. A greater proportion of online participants are Black, Asian and/or Minority Ethnic compared to in-person attendees. It is worth noting the online audience includes international attendees.

2021 President's Virtual Tour

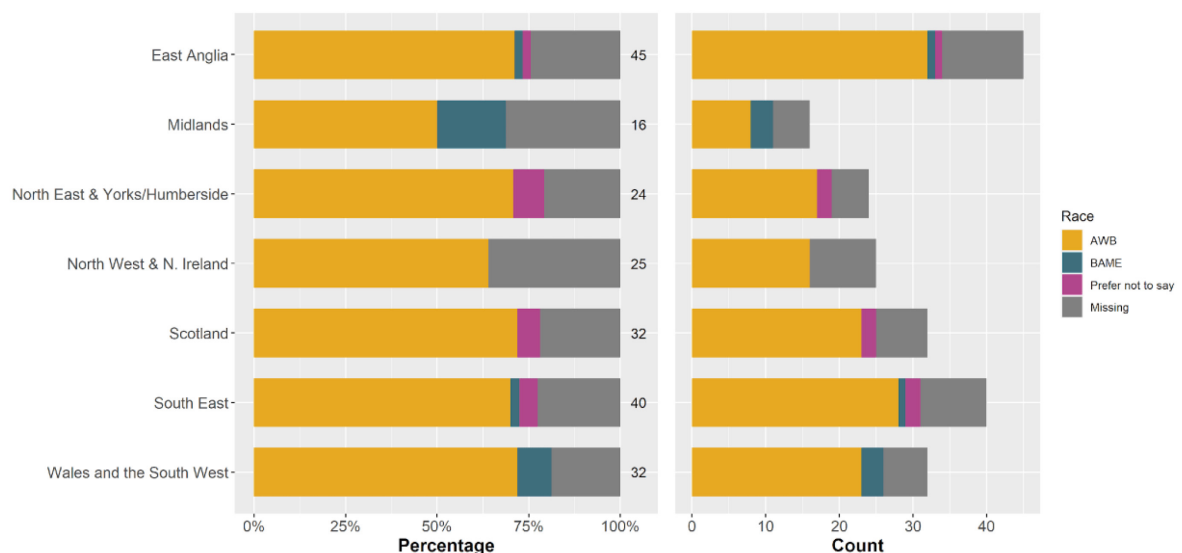


Figure 27: Horizontal bar charts for the 2021 President's Virtual Tour by ethnicity.

- Where we have data, Black, Asian and/or Minority Ethnic representation at the President's Virtual Tour in 2021 is low. Typically, attendees are AWB, with the biggest Black, Asian and/or Minority Ethnic representation in the Midlands.

All events: 2021–2024

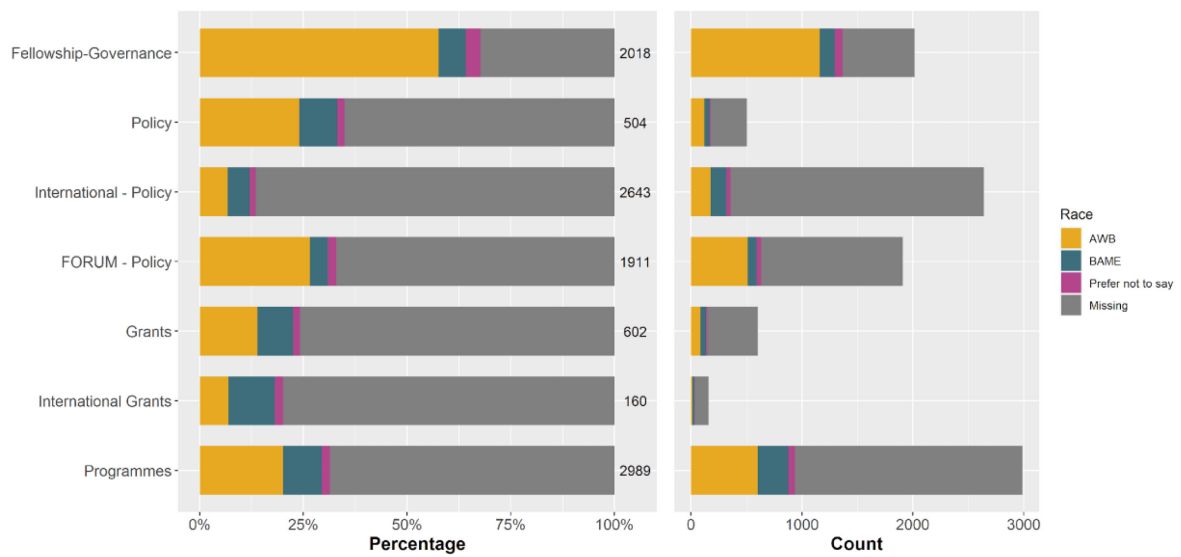


Figure 28: Horizontal bar charts for all events 2021–2024 by ethnicity.

- Data collection across all events in the last 4 years is poor (below 50%) with the exception of Fellowship governance events, which has greater than 50% data coverage.
- For those participants who have provided data, Black, Asian and/or Minority Ethnic representation is smallest in FORUM policy events (13%) and highest in international grants events (56%), although there are few attendees for whom there is data in this subcategory. Black, Asian and/or Minority Ethnic representation is 30% for programmes events and 36% for grants events.

Disability

Clinical Academics in Training Annual Conference (CATAC)

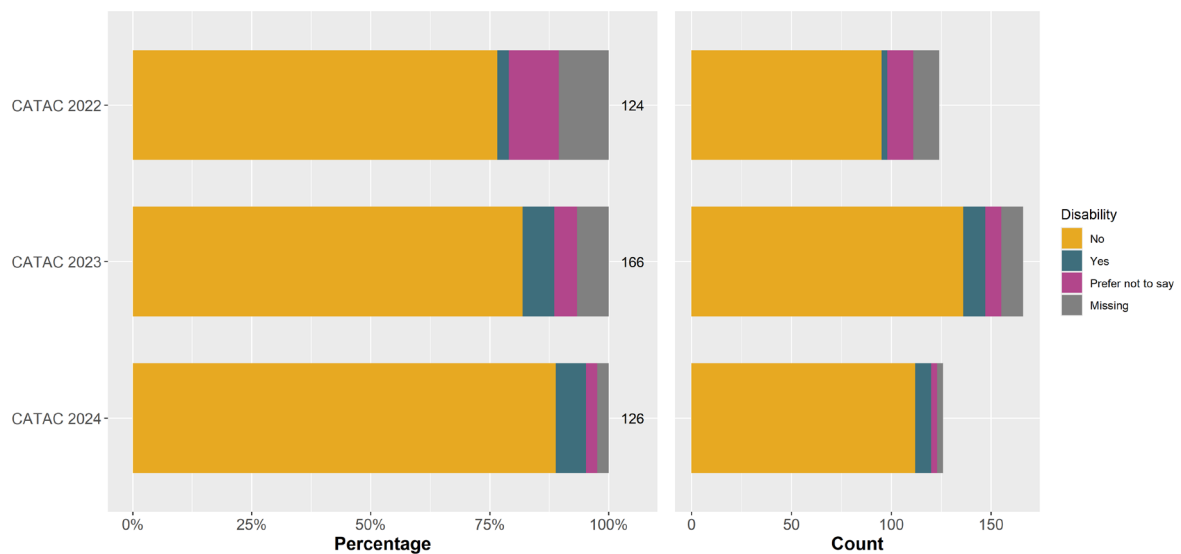


Figure 29: Horizontal bar charts for CATAC 2022–2024 by disability.

- Data is very good for disability for the last three CATAC events.
- There is a decreasing trend in the proportion of attendees who prefer not to say what their disability status is.
- Where data is available, 3% of attendees stated there were disabled in 2022, and 7% in both 2023 and 2024.

Annual FORUM lecture

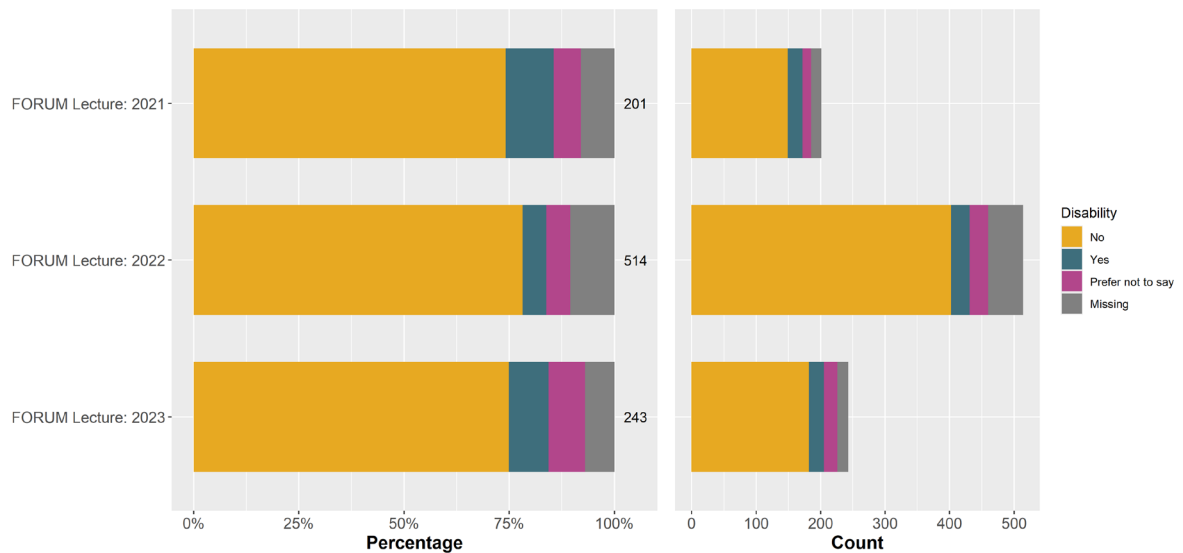


Figure 30: Horizontal bar charts for the annual FORUM lecture 2021–2023 by disability.

- Data collection for FORUM lectures by disability is also very good.
- The percentage of attendees with disabilities is 12% in 2021, 7% in 2022 and 10% in 2023, indicating a reasonably stable pattern of attendees with disabilities in the last 3 years.

International Health Lecture

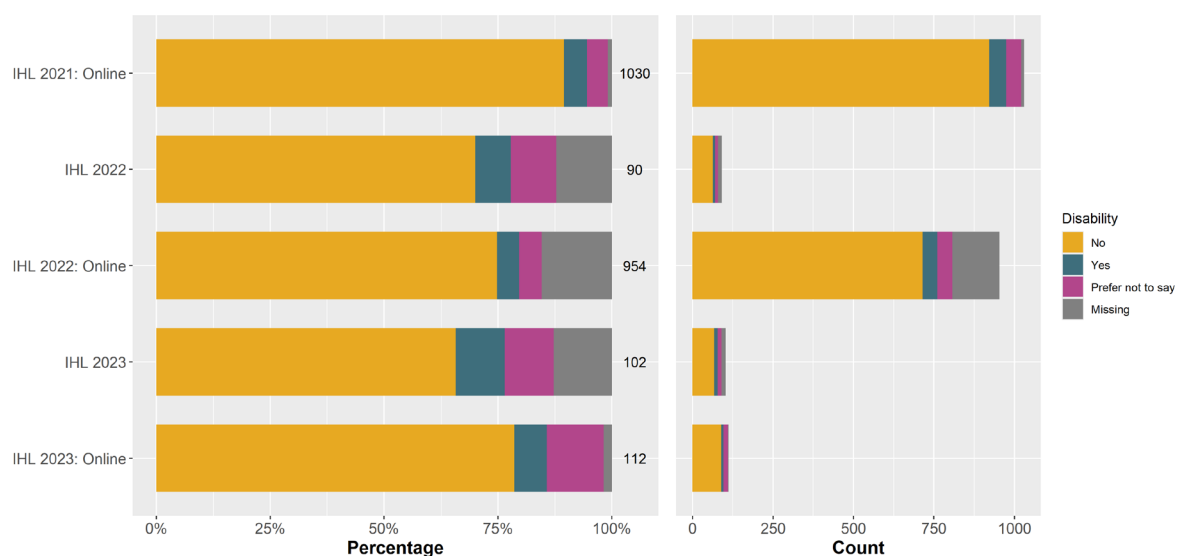


Figure 31: Horizontal bar charts for the International Health Lecture 2021–2023 by disability.

- Data collection remains good for disability at the International Health Lectures.
- Similar to the FORUM lectures, there is some variability over time, but the pattern of attendees with disabilities is reasonably stable over time.

2021 President's Virtual Tour

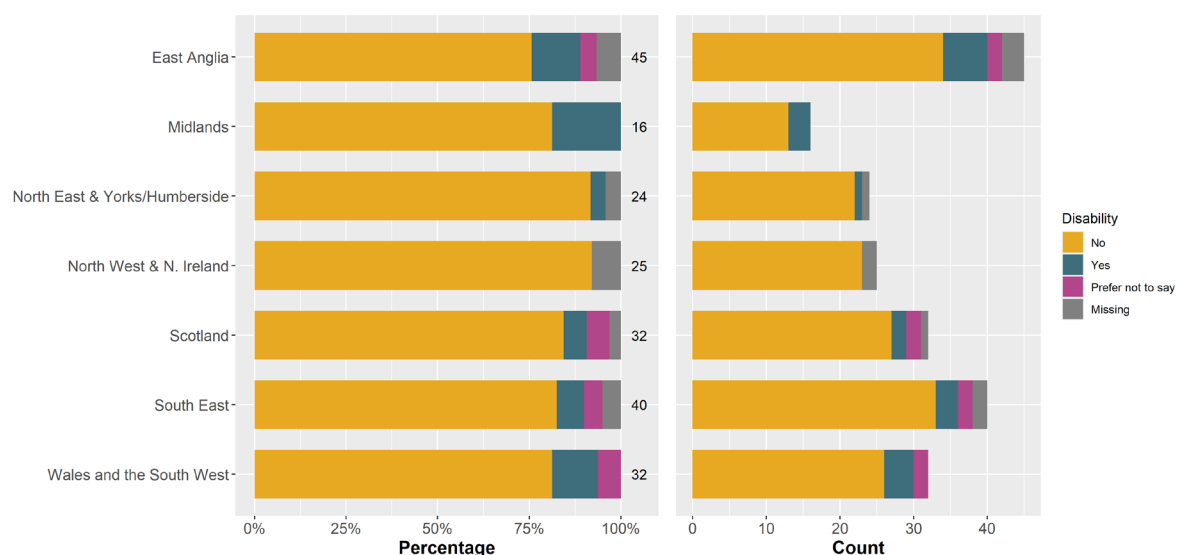


Figure 32: Horizontal bar charts for the 2021 President's Virtual Tour by disability.

- The numbers at each regional tour are low, but there is an indication that some regions have had better disability representation than others. No attendees declared a disability in North West and Northern Ireland, for example.

All events: 2021–2024

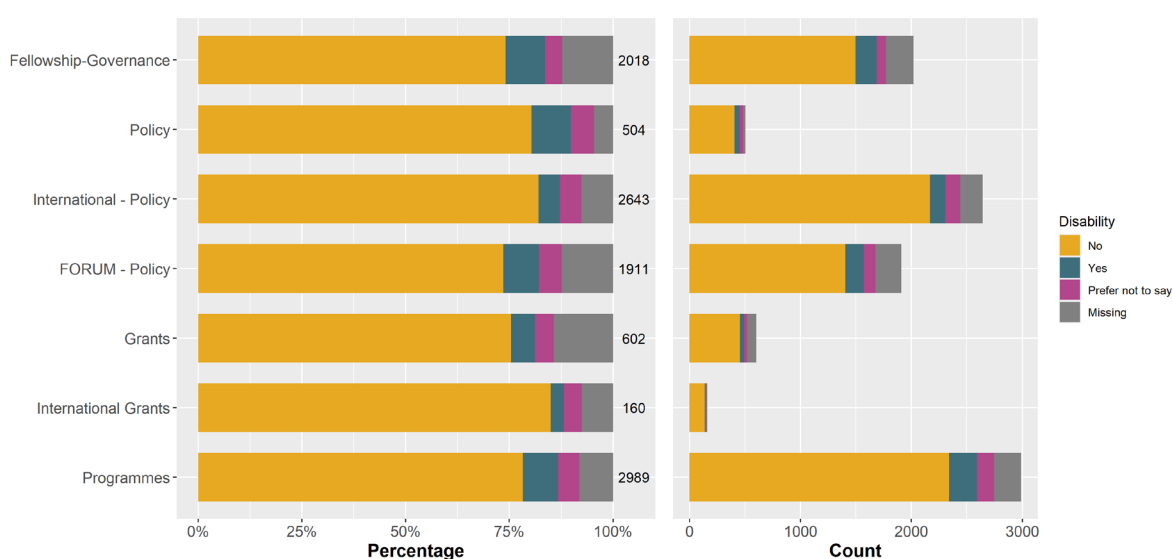


Figure 33: Horizontal bar charts for all events 2021–2024 by disability.

- Data collection across all events in the last 4 years is very good for all subgroups.
- There is a smaller proportion of participants who are disabled in international grants compared to, for example, Fellowship governance and policy events.

Sexual orientation

Clinical Academics in Training Annual Conference (CATAC)

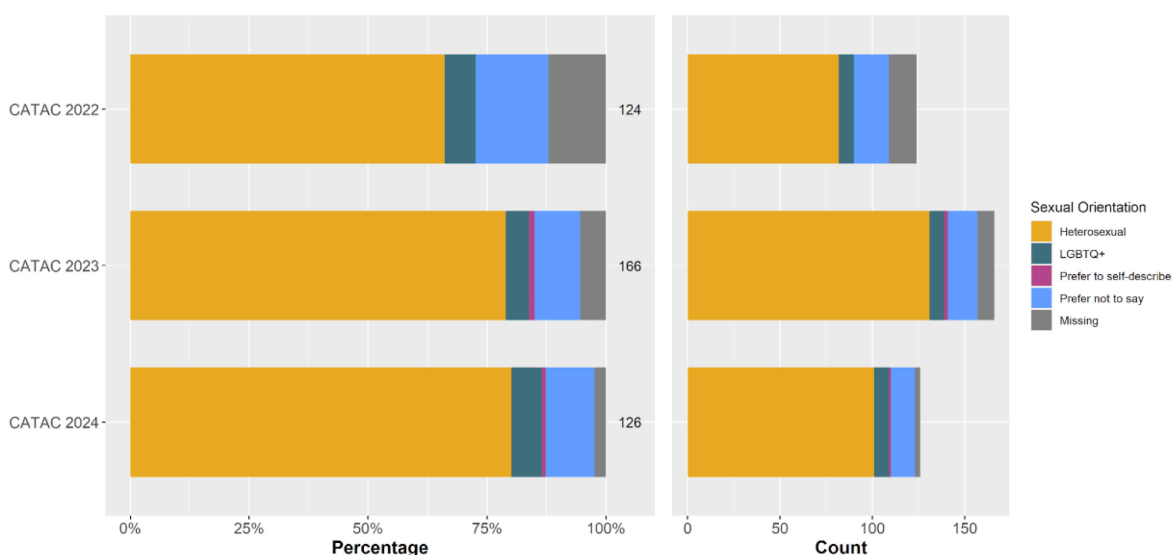


Figure 34: Horizontal bar charts for CATAC 2022–2024 by sexual orientation.

- Data is very good for sexual orientation for the last three CATAC events.
- The number of LGBTQ+ participants at CATAC remains constant over time (between 5% and 8% of participants).
- More noteworthy is that there is a higher proportion of participants who prefer not to say what their sexual orientation is (between 10% and 17% of participants) compared to other characteristics.

Annual FORUM lecture

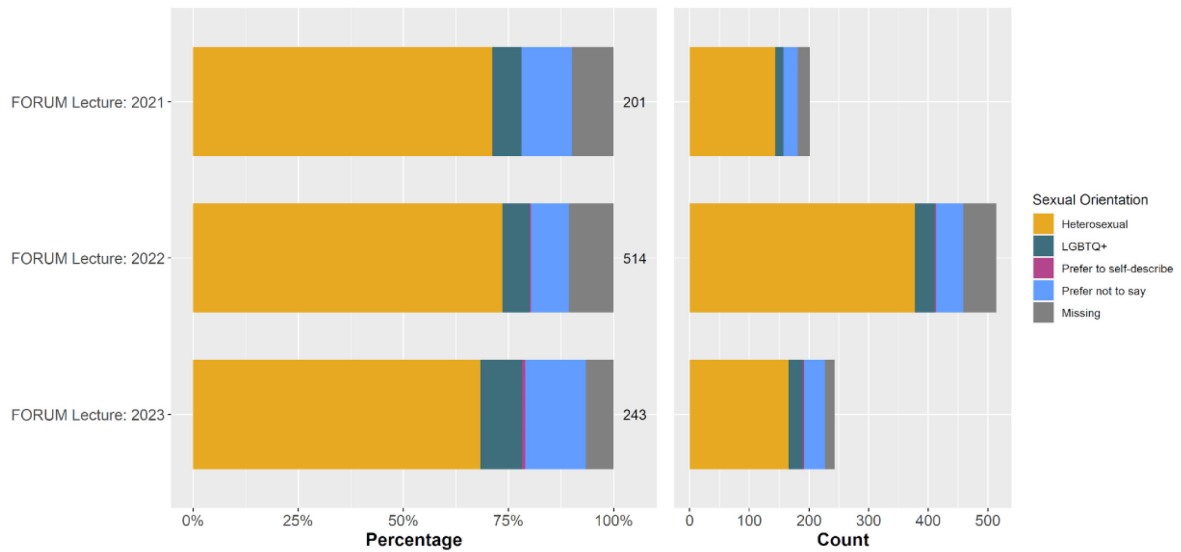


Figure 35: Horizontal bar charts for the annual FORUM lecture 2021–2023 by sexual orientation.

- Data collection for FORUM lectures for disability is also very good.
- We see a very similar picture in terms of LGBTQ+ representation, which is reasonably stable over time but with a higher proportion of participants who prefer not to say.

International Health Lecture

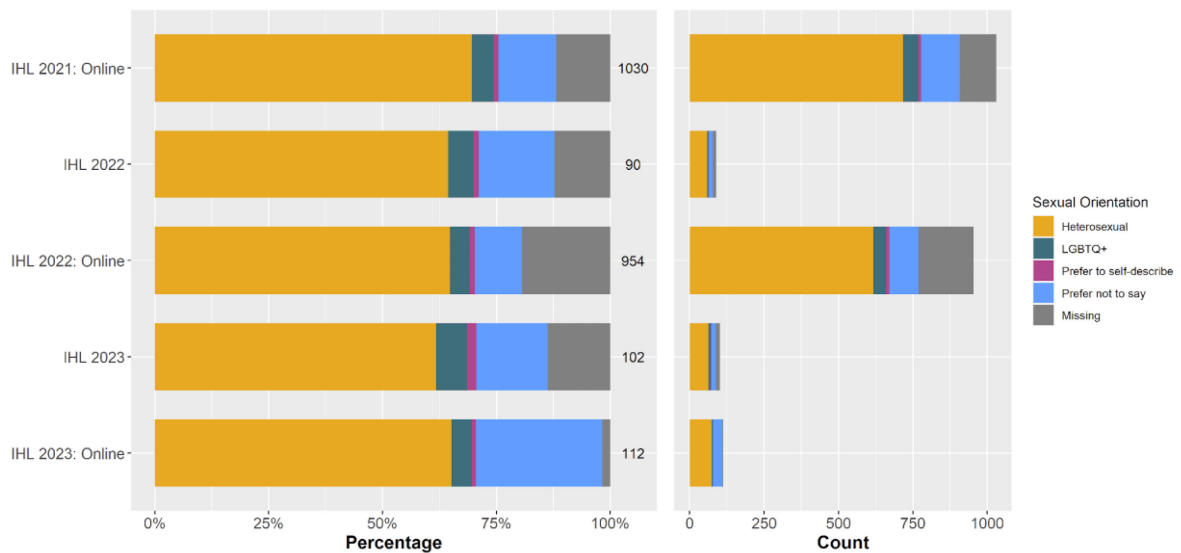


Figure 36: Horizontal bar charts for the International Health Lecture 2021–2023 by sexual orientation.

- Data collection for the International Health Lectures is typically good or very good.
- There is no discernible difference in LGBTQ+ representation between online and in-person attendees.
- The number of attendees who select ‘prefer not to say’ is typically higher for the sexual orientation question than for gender or ethnicity.

2021 President's Virtual Tour

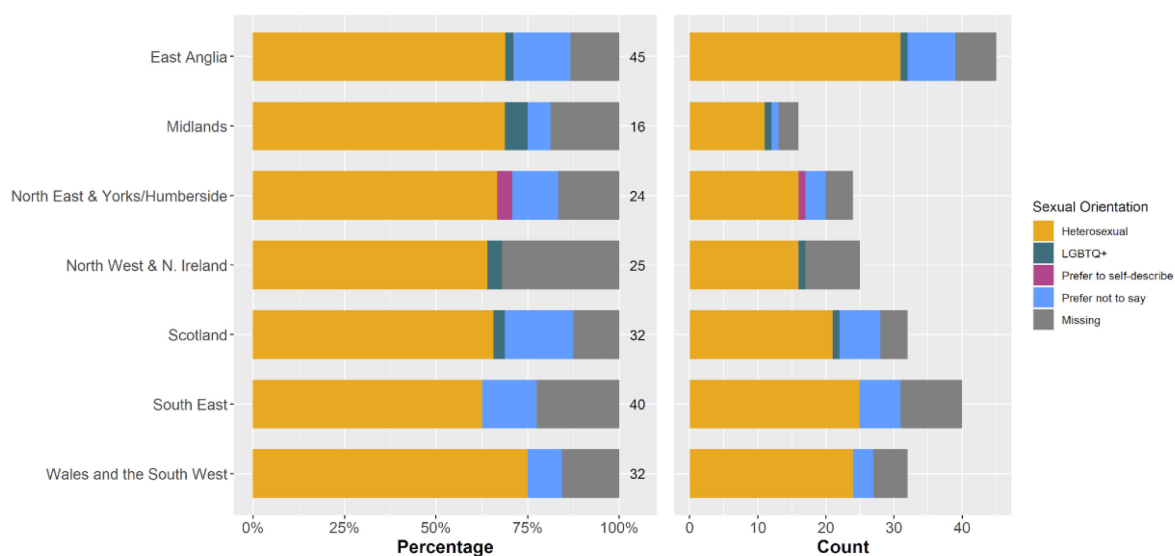


Figure 37: Horizontal bar charts for the 2021 President's Virtual Tour by sexual orientation.

- LGBTQ+ representation is lower for participants in the President's Virtual Tour (although note that the participant numbers overall are lower than a lot of the other events).

All events: 2021–2024

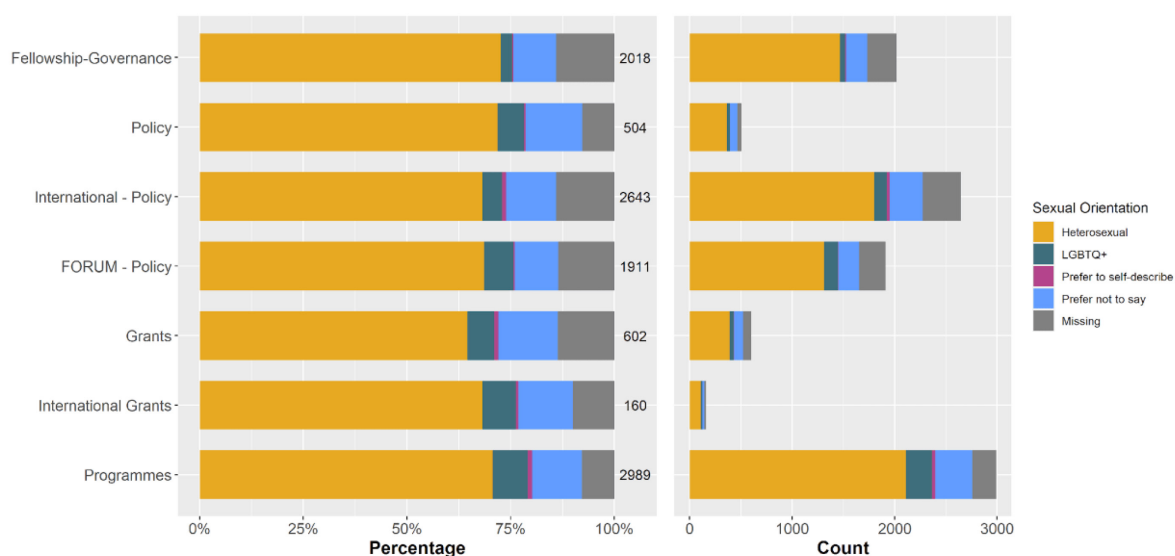


Figure 38: Horizontal bar charts for all events 2021–2024 by sexual orientation.

- Data collection across all events in the last 4 years is very good for all subgroups.
- There is a smaller proportion of LGBTQ+ attendees at Fellowship governance events (3%) compared to programmes events (9%).

Qualitative data and EDI narrative

- The 2019–2020 Diversity Report recommended improved diversity data capture and a focus on improving the representation of people from a Black, Asian and/or Minority Ethnic background in all areas, including event attendees.
- The information presented here shows a trend of improved data capture since 2021, although there remains some areas of high missingness, such as the ethnicity of attendees for ‘All Events’.
- The data indicates different types of events have different levels of representation, for example the President’s Virtual Tour has some of the lowest female and Black, Asian and/or Minority Ethnic representation amongst attendees.
- Similarly to other sections of this report, there is a higher proportion of people selecting ‘prefer not to say’ in response to sexual orientation. This could indicate that people do not feel safe sharing this information and wish for their sexual orientation to remain anonymous, and more could be done to explain why it is captured and how data is used.
- Interviewees were asked about perceptions of progress, with improvements on data capture, accountability and progress monitoring mentioned.

Positive progress: data capture

- A recurring theme across interviews was improved diversity data capture for attendees at events, which was described as a key area of focus and very visible across the organisation. This has been welcomed and valued.
- This is alongside a trend for higher levels of ‘prefer not to say’ regarding sexual orientation. This could indicate people do not feel safe to share this data and perhaps more could be communicated regarding the privacy policy and how data is used.

Accountability

- A theme through several interviews emerged regarding who is responsible for ensuring that event panels and audiences are diverse. A suggestion made several times was that whoever organises an event should be accountable for ensuring a diverse panel of presenters.

Progress monitoring

- Whilst diversity data is now captured routinely, and this is positive progress, there are still gaps and a need to shift from monitoring information to action.

Recommendations

Data: from capture to action

- Continue to embed data capture and tackle areas of missing data.
- As per other recommendations across the report, the natural progression of action for the Academy is how diversity data is now used towards improvement. Review events with higher and lower levels of diversity engagement to identify what may be contributing. Use this to establish principles for events, as below.
- Similarly to other aspects of this report, the Academy is not alone in trying to improve diversity across events, with the Royal Academy of Engineering including this in their EDI

strategy. Forging collaboration and sharing best practice could increase the pace of change.

Develop EDI principles for events

- Establish principles for organising events that centre EDI, including minimum requirements for diversity of speakers/panel members, accessibility, inclusion for neurodivergence.
- Roll out these principles to all who organise events to ensure they are embedded in design.
- Consider introducing an expectation that event organisers have a minimum requirement for diverse panels at events. Collaborate with other organisations to share best practice and what is working to shift the dial.

Grants

In 2019–2020, all grants were reported and grouped by all grants, all UK grants, and all international grants. Data was provided on those who applied, awarded and those on the grant panels.

This year, detailed data is only available for those grants that have been awarded in the first 6 months of 2024 and therefore each grant (applicants and awardees) is investigated separately rather than applying the same grouping.

Note that diversity data on the panels is not available.

Gender

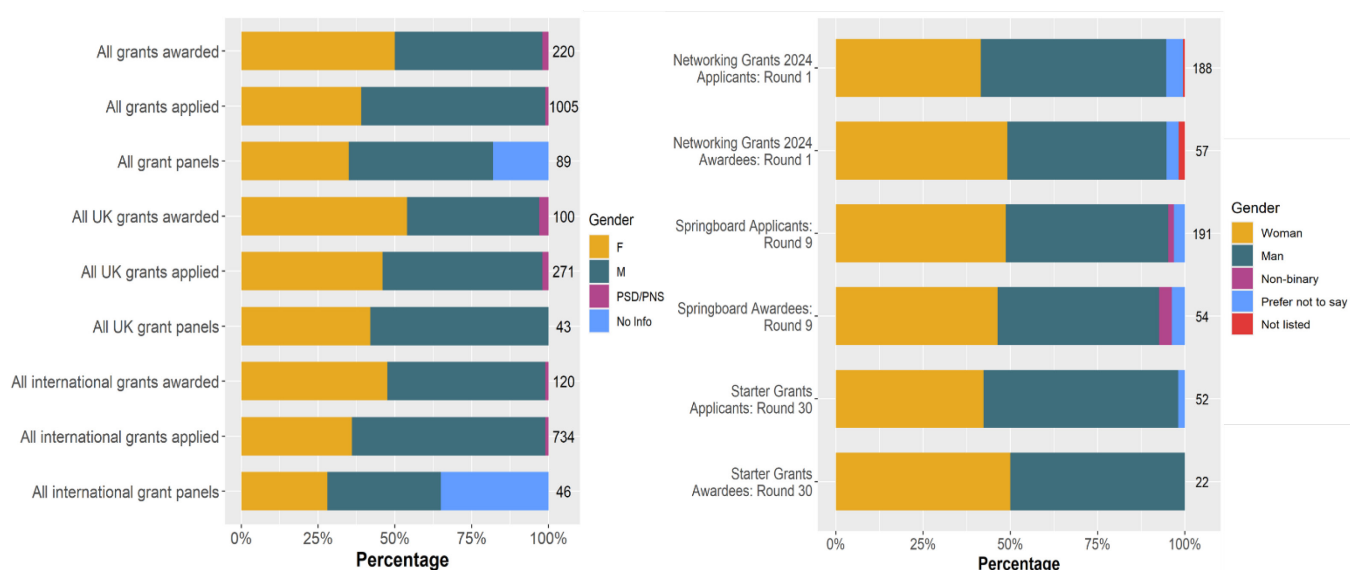


Figure 39: Horizontal bar charts of the breakdown of grants by gender in 2019/20 (left chart) and in 2024 (right chart).

- Data on gender for grants in 2024 is very good.
- Typically, there is an equal gender split between females and males for both applicants and awardees for events (although the proportion of male applicants for Network grants and Starter grants is higher than female applicants).

Race/ethnicity

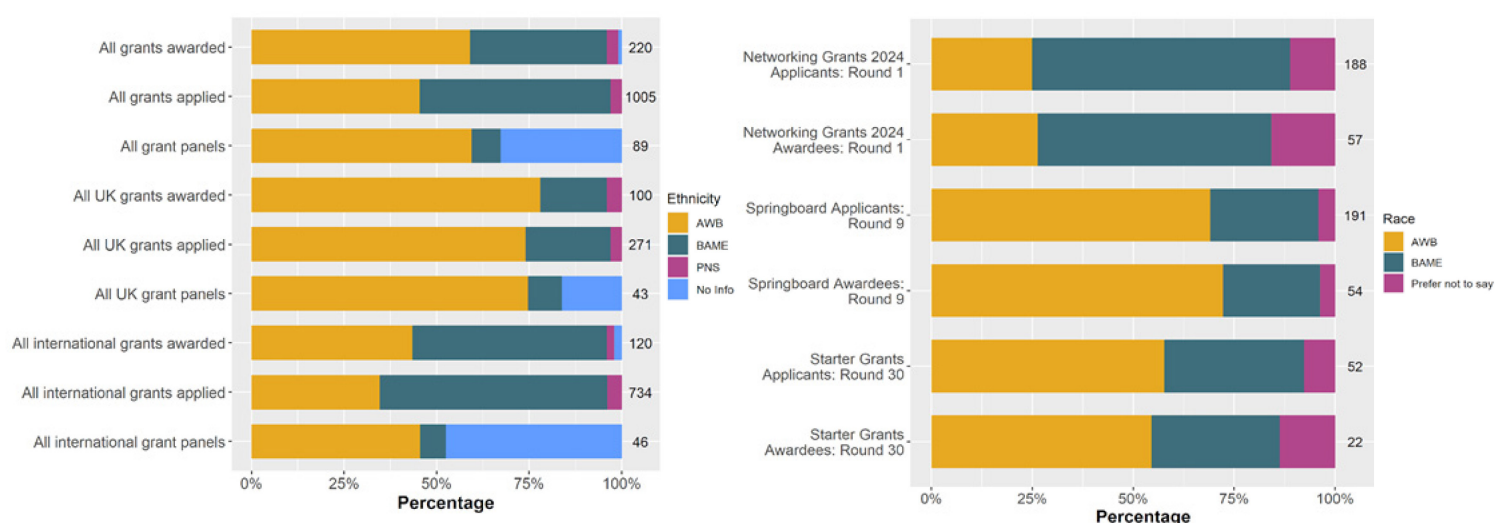


Figure 40: Horizontal bar charts of the breakdown of grants by ethnicity in 2019/20 (left chart) and in 2024 (right chart).

- Data collection for race is very good for grants in 2024.
- There is a higher proportion of Black, Asian and/or Minority Ethnic applications and awardees in Networking Grants, which we would expect to see in an international scheme, compared to Springboard and Starter Grants.
- Black, Asian and/or Minority Ethnic representation is lower in Springboard applicants (27%) and awardees (24%) compared to Starter Grant applicants (35%) and awardees (32%).
- The proportion of applicants and awardees remains similar.

Disability

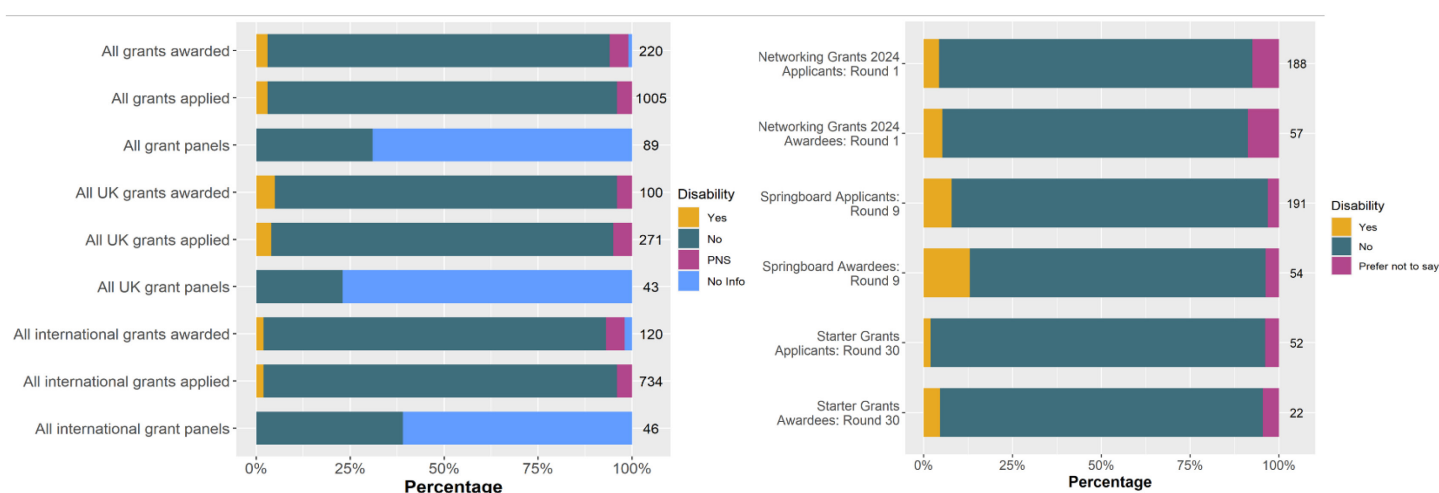


Figure 41: Horizontal bar charts of the breakdown of grants by disability in 2019/20 (left chart) and in 2024 (right chart).

- Data collection is very good on disability for 2024 events.
- Representation of disabled applicants and awardees is low across all grants.

Sexual orientation

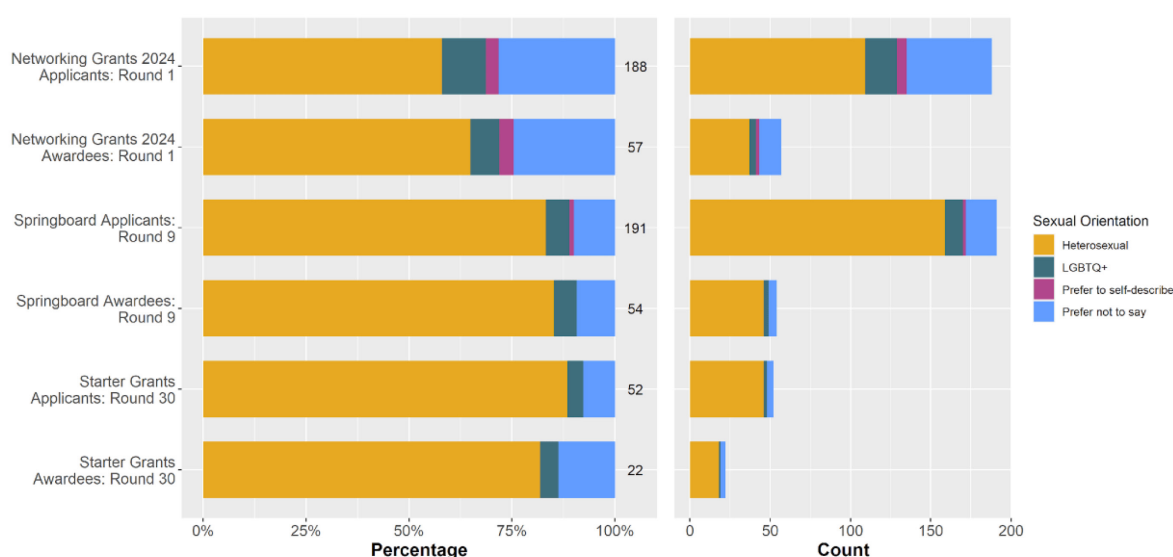


Figure 42: Horizontal bar charts of the breakdown of grants by sexual orientation in 2024.

- Data collection is very good for sexual orientation in 2024 events; however, there is a far higher proportion of applicants who prefer not to say, particularly in the Networking Grant applicants (28%).
- LGBTQ+ representation is low, particularly in the Starter Grants and Springboard awardees (5% and 6%, respectively).

Qualitative data and EDI narrative

- The 2019–2020 Diversity Report recommended improved diversity data capture, building on improvements to female representation and focusing on the representation of people from a Black, Asian and/or Minority Ethnic background in all areas, including grants.
- The report shows improvements in data collation, with very good collection across all demographic groups for 2024.
- Similarly to other areas of this report, declaration relating to sexual orientation has a higher proportion of ‘prefer not to say’ responses.
- However, the way in which data is collected is different, resulting in challenges identifying trends or changes since 2019–2020.
- Similarly to other areas in the report, interviews highlighted improvements in terms of data capture, and increased focus on EDI, with a need to now use data to take action to improve processes.

Positive progress

- Interviewees mentioned greater awareness and focus of the importance of EDI across grants since the 2019–2020 report. The introduction of a dedicated EDI role and their expertise was cited as an enabler of this improvement.
- Changes have been introduced to the grant application and selection process, and these are described as being in early stages.
- Data capture improvements have been a key area of focus, with a view that once data has been evaluated, action will be taken.

- Similarly to governance, there is also recognition that diversifying grant panels is limited by the diversity of the Fellowship.

Monitoring progress

- Data capture has changed since 2020, with specific grant programmes in 2024, compared to broader data sets previously. This will enable the Academy to better track improvements over time; however, this presents a challenge in showing whether there have been improvements across Black, Asian and/or Minority Ethnic applicants since 2020.
- There is a question of whether there is an underlying reason for better data responses to grants; the mindset of grantees will be different from those attending events or being assessed. As a grantee, the consideration could be that giving and sharing more will improve chances of receiving a grant or support whereas in other areas, such as declarations and/or application to Fellowship, this could be seen as a hindrance or barrier to success or performative. Individuals will want to be selected for their ability and competence and not their identity layers.

Recommendations

Data: from capture to action

- Continue to embed data capture and apply this consistently to provide better comparisons.
- Address higher levels of ‘prefer not to say’ responses in sexual orientation questions, for example, by sharing explicitly why data is captured and how this is used.
- Consider introducing data dashboards to provide the Grants Team with information on a more regular basis.

Application

- Continue to review and evaluate improvements to grant application processes, using data to support decision-making.

Assessment of grants

- Introduce consistent scoring criteria and mechanisms for assessing grant applications. Bring in training for panel members to ensure this is applied fairly. Continue to discuss bias as standard in assessment panels.

Data collection and reporting recommendations

Improvements following 2019–2020 recommendations

The Academy has put a lot of work into collecting more detailed data since the 2019–2020 report (see Table 1 for a data breakdown comparison between the two reports). Areas that were highlighted in the 2019–2020 report for further work and have been addressed are:

- Improved data collection on disability, gender identity and sexual orientation
- Recategorisation of gender and ethnicity to improve inclusivity
- Collection of data at an anonymised individual level to allow for intersectional analysis
- New methods for gathering and storing data collection across all activities
- Improvement in gender identity and sexuality data and an inclusive approach to data collection

Areas that have not been considered from the 2019–2020 recommendations are:

- 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 grants vary across gender or ethnicity, for example. For this analysis to take place, data would need to be collected at an anonymised individual level (i.e. for each grant awarded, the details of the grant and the demographics of the awardee).

Future work

- The new collection form has clearly provided a means to capture much more data than was previously available, with more inclusive categories. However, we recommend further work, particularly on the race/ethnicity questions, which are currently inadequate to fully explore ethnicity within the Academy's areas of work.
- Whilst there has been a huge amount of work put into updating the data collection form and the way in which data is collected, there does not seem to be work undertaken within the Academy to examine the data to understand what progress has been made since 2020. Whilst we do not recommend repeating the diversity report on an annual basis, it is important that the data is regularly reviewed to understand whether changes are occurring over time in the diversity make-up of the Academy. Potentially, certain reports should be extracted from the data set on an annual basis to be reviewed internally (similar to some of the key breakdowns we have provided in this report).
- We recommend that there is one member of the Academy who has ownership over all data collection and analysis. Different members of staff may be involved in data collection depending on the area (e.g. grants compared to events), but an overall owner will ensure consistency over time and that all necessary data is being collected. This owner should have a detailed understanding of what information should be recorded. For example, for grants it is important to collect who applied, who was successful and the value of the award.

- The data is collected in a database and different cuts are extracted for different insights. This process could be simplified; for example, each Fellow in the database should be given a flag to indicate whether they are a member of Council, a Regional Champion, Finance Committee etc. This would mean that one Fellow snapshot can be used to analyse the full Fellowship and governance.
- The data sets are constantly evolving as data is collected and the Fellowship/Staff changes. It is important to have extracts of the data over time; what is the diversity of the Fellowship/Staff each year over time? It is not clear whether this is possible at present. Potentially adding the date at which an individual became a Fellow would allow this to happen, and for Staff, the date that they joined and left (the latter being empty if the member of staff remains in employment).
- We note that there is a lot more data collected from individuals in the data collection form, which is more friction for an individual when filling out the form. The additional information is beneficial for areas within the Academy, but we note that it may not be necessary to collect such detailed data for attendees at events (particularly when the Academy is partnering with other organisations). In these instances, we would recommend collecting only topline demographics (gender, ethnicity, disability and sexual orientation).