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**Annual Report on Equality and Diversity Work in the British Ecological Society: 2017**

**Background**The 2015-2019 British Ecological Society (BES) Strategic Plan includes a goal is to increase the diversity of those doing ecology. Initial scoping work was done by an Equality and Diversity Task and Finish Group which developed a set of recommendations during 2015 and these were accepted by BES Council in December that year.

This report details the work completed during 2017 and priorities for 2018.

**Key outputs for 2017**The key outputs from the E&D work during the last year include:

1. Open call for Associate Editors for all BES Journals;
2. Development of a draft checklist for conference and event organisers on accessibility and disability;
3. Inclusion of equality and diversity criteria in the selection of Annual Meeting thematic topic proposals and an increase in the percentage of female keynote speakers (see Appendix 1);
4. Helping the Equality Challenge Unit develop an equality and diversity accreditation scheme for learned societies;
5. Development of an A’level summer school proposal for 2018, modelled on the successful undergraduate summer school and focused on reaching school students from low socio-economic groups;
6. Supporting BES members to hold a workshop at the Ghent Annual Meeting on accessibility;
7. Continued data collection on BES membership (see Appendix 2);

**Priorities for 2018**

Priority areas for the EDWG in 2018 include:

* **Outreach to those from lower socioeconomic groups** through the A level summer school, focusing at least 2 public engagement events to such groups and developing the Ecological Ambassadors scheme to reach more challenging schools;
* **Ensuring the Equality and Diversity Working Group has representation from the communities that we seek to support** through an audit of the existing group and recruitment if needed;
* **Collect qualitative data to identify barriers to career progression in ecology** through commissioning a project;
* **Mentoring** through developing web-based resources, increasing mentor capacity and expanding one-to-one mentoring;
* **Mental health** and wellbeing through collaborative work with other learned societies and supporting the accessibility network;
* **Fieldwork** through creation of a best practice guide to fieldwork and a code of conduct.

**Appendix 1: Thematic topics at the Annual Meeting**

We have collected data on the gender of topic organisers, keynote speakers and invited speakers over the last 2 years. Normally each thematic topic has 1 – 3 organisers, 1 keynote speaker and 5 - 6 invited speakers.

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| --- | --- | --- | --- | --- | --- | --- |
| **Analysis of gender makeup of thematic topics 2016** | | | | | | |
|  | Successful Proposals | | | Unsuccessful proposals | | |
| Total Number | Male | Female | Total Number | Male | Female |
| Organisers | 41 | 63% | 37% | 35 | 63% | 37% |
| Keynote speakers | 14 | 86% | 14% | 12 | 75% | 25% |
| Invited speakers | 92 | 58% | 42% | 69 | 55% | 45% |

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| --- | --- | --- | --- | --- | --- | --- |
| **Analysis of gender makeup of thematic topics 2017** | | | | | | |
|  | Successful Proposals | | | Unsuccessful proposals | | |
| Total Number | Male | Female | Total Number | Male | Female |
| Organisers | 31 | 52% | 48% | 123 | 53% | 47% |
| Keynote speakers | 13 | 69% | 31% | 48 | 67% | 33% |
| Invited speakers | 80 | 55% | 45% | 256 | 57% | 43% |

**Appendix 2: The equality and diversity of BES members**

|  | **May-16** | | **May-17** | |
| --- | --- | --- | --- | --- |
| **Date of Birth** | **Totals** |  | **Totals** |  |
| 1930's | 5 | <1% | 4 | <1% |
| 1940's | 33 | 2% | 39 | 1% |
| 1950's | 75 | 4% | 114 | 4% |
| 1960's | 173 | 9% | 242 | 7% |
| 1970's | 365 | 19% | 536 | 17% |
| 1980's | 717 | 38% | 1220 | 38% |
| 1990's | 507 | 27% | 1077 | 33% |
| **Total** | **1875** |  | **3232** |  |
|  |  |  |  |  |
| **Gender** | **Totals** |  | **Totals** |  |
| Male | 1844 | 54% | 2506 | 53% |
| Female | 1549 | 46% | 2248 | 47% |
| Other | 6 | <1% | 6 | <1% |
| Prefer not say | 4 | <1% | 12 | <1% |
| **Total** | **3403** |  | **4772** |  |
|  |  |  |  |  |
| **Sexual Orientation** | **Totals** |  | **Totals** |  |
| Heterosexual/Straight | 1099 | 80% | 2126 | 81% |
| Prefer not say | 159 | 12% | 267 | 10% |
| Bisexual | 44 | 3% | 127 | 5% |
| Gay Man | 33 | 2% | 61 | 2% |
| Other | 18 | 1% | 29 | 1% |
| Gay Woman/Lesbian | 14 | 1% | 26 | 1% |
| **Total** | **1367** |  | **2636** |  |
|  |  |  |  |  |
| **Ethnicity** | **Totals** |  | **Totals** |  |
| White | 1143 | 81% | 1980 | 73% |
| Asian | 77 | 5% | 211 | 8% |
| Prefer not say | 54 | 4% | 119 | 4% |
| Latino/Hispanic | 50 | 4% | 143 | 5% |
| Black/African/Caribbean | 49 | 3% | 153 | 6% |
| Mixed/Multiple Ethnic Group | 37 | 3% | 100 | 4% |
| Other Ethnic Group | 8 | 1% | 21 | 1% |
| **Total** | **1418** |  | **2727** |  |
|  |  |  |  |  |
| **Disabled** | **Totals** |  | **Totals** |  |
| No | 1308 | 93% | 2535 | 93% |
| Yes | 54 | 4% | 98 | 4% |
| Prefer not say | 47 | 3% | 85 | 3% |
| **Total** | **1409** |  | **2718** |  |