

## Annual Report on Equality and Diversity Work in the British Ecological Society: 2019

### Background

Equality and Diversity remains a priority for the Society and it has been embedded within the new 2020-2023 strategic plan. **Inclusive** is one of our three values (along with **Bold** and **Evidenced based**) at the heart of all the activities the Society undertakes. Over the next 4 years we have thought carefully about how we can be inclusive for all ecologists. To do this we will

- Ensure the Society actively maintains a diverse Equality and Diversity working group, annually reviewing our practice and ensuring good practice in E and D is embedded across all activities
- Develop robust frameworks and processes that allow individuals to raise concerns related to E and D, monitoring and reviewing on an annual basis to ensure they are fit for purpose
- Create an open dialogue for members through challenging assumptions and facilitating challenging conversations

This report details the work completed during 2019 and priorities for 2020.

### Key outputs for 2019

The key outputs from the E and D work during the last year include:

1. Appointment of 6 new members to the working group including 2 African ecologists based in Cameroon
2. Redrafting of the website to clearly communicate the work we do in E and D
3. Expansion of the 16-18 Summer school in collaboration with the Open University to deliver Tarnwatch
4. Meta analysis of grant awarding with a consideration to intersectionality, this work is part of a longitudinal study to look at long term trends and be revisited annually
5. Challenging conversations at the annual meeting focussed on supporting People of Colour
6. Annual meeting webinars related to physical and mental health

### Priorities for 2020

- How have the processes implemented over the last 5 years impacted on the E and D of our Society, a review across all society activities to identify successes, learning points and any gaps
- Expansions of the 16-18 and UG summer school audiences through digital technology
- Schools Outreach: Grand Challenges project for year 8 students less likely to consider STEM
- Diversity of Ecologists: A pop up exhibition that celebrates all ecologists and showcases the diversity of ecologists as individuals, supported by digital resources
- Review of the barriers to careers progression in ecological sciences.

Additional note: 0.15fte staff time is committed to management and review of the E and D work across the society. This does not include all the work all out staff and committees do to ensure inclusive is at the core of all the society does.