



Increasing Diversity, Equality and Inclusion in the Science Workforce Annual Progress Report, June 2015

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1. Foreword

"I believe getting equality and diversity right is both fair to individuals and brings more success to organisations. Science is crucial to society. We will get even more out of science if we can interest people from all backgrounds in education and careers in science. Creativity will be enhanced if the widest possible range of experience is brought to bear. Everyone in science should be confident they can be themselves and achieve their potential.

It is heartening to see the deepening commitment to equality and diversity of the Science Council and the member bodies. A lot is already being achieved, though we know there is much still to be done. I would like to thank all those involved for the excellent progress that has been made and wish success with the next phases of work."

James Smith, Chair of the Diversity Strategy Group.

2. Introduction

The Science Council is committed to increasing the diversity of the science workforce by working with member organisations to:

- raise the profile of the importance of diversity as an issue of concern;
- galvanise and foster an increase in effective action;

In March 2014, the Diversity Strategy Group came together to lead a project that set out to achieve these strategic aims through:

- facilitating the sharing of good practice;
- facilitating benchmarking and the basis of evaluation of impact;
- fostering sharing of learning and collaboration;
- signposting to members' activities;
- monitoring and reporting on progress towards improving diversity.

At the centre of the project is the Declaration on Diversity, Equality and Inclusion; through signing the Declaration members commit to taking forward a programme of work appropriate to their own resources and needs. The examples in this report illustrate a range of approaches all of which signal to the outside world that the bodies value diversity and support equality.

The project will have been a success if by the end of the current strategic planning period, 2017, all members have signed the and are actively working together to share learning, develop collaborations and promote an inclusive culture. There will be an increase in activity drawing on good practice in order to enhance and celebrate diversity, and evidence of diversity being embedded into strategic planning.

In the longer term, the Science Council hopes to see an increase in the diversity of its registrants, the membership of its member organisations, and the science workforce as a whole.

The project is led by a Strategy Group comprising of:

James Smith (Chair)

Valerie Bevan, Institute of Biomedical Science (until March 2015)

Richard Crisp, Aston Business School (until March 2015)

Bola Fatimilehin, Royal Academy of Engineering

Nike Folayan, Association for Black Engineers UK

Daniel Payne, University College London

Caroline Waters, Equality and Human Rights Commission

Neil Bentley, OUTstanding

Claire Craig, GO Science

Jennifer Dyer, Institute of Physics

Sandra Kerr, Race for Opportunity

Edmund Nickless, Geological Society of London

Joanne Stuart, Northern Ireland STEM Business Grp

Polly Williams, Royal Society



James Smith (left) and Sandra Kerr (right) speaking at Declaration launch event.

3. Declaration signatories

The Strategy Group has led the Science Council's activity and, in consultation with members, drafted the Declaration on Diversity, Equality and Inclusion, which is the focal point of the project. The Declaration was launched at the Council meeting in October 2014 and by June 2015 there were 26 signatories committing to improving diversity within their field. Collectively these bodies represent approximately 350,000 individual scientists meaning there is great potential for impact.

Association for Neurophysiological Scientists (**ANS**)
British Association of Sport and Exercise Science (**BASES**)
BCS, The Chartered Institute for IT (**BCS**)
Chartered Institution of Water and Environmental Management (**CIWEM**)
College of Podiatry (**CoP**)
Energy Institute (**EI**)
Geological Society of London (**GeoSoc**)
Institute of Biomedical Science (**IBMS**)
Institute of Food Science and Technology (**IFST**)
Institute of Marine Engineering, Science and Technology (**IMarEST**)
Institute of Mathematics and its Applications (**IMA**)
Institute of Physics and Engineering in Medicine (**IPEM**)
Institute of Physics (**IOP**)
Institute of Science and Technology (**IST**)
Institute of Water (**IoW**)
Institution of Chemical Engineers (**IChemE**)
Institution of Environmental Sciences (**IES**)
Operational Research Society (**ORS**)
Physiological Society (**PhysSoc**)
Royal Astronomical Society (**RAS**)
Royal Meteorological Society (**RMetSoc**)
Royal Society of Chemistry (**RSC**)
Society for Cardiological Science and Technology (**SCST**)
Society for General Microbiology (**SGM**)
Society of Biology (**SoB**)
The Organisation for Professionals in Regulatory Affairs (**TOPRA**)

4. Why diversity matters

The Science Council's Declaration addresses the characteristics protected under the 2010 Equality Act and extends this to socio-economic background and diversity of scientific opinion. Of course, individuals cannot be categorised by one dimension alone and may face multiple barriers. The Declaration signatories are each identifying the issues pertinent to their field and targeting their activity accordingly.

"There are thousands of scientists within the water industry, and it is absolutely critical that we understand more about diversity, equality and inclusion so that as an industry and as a professional body we can make sure that we address potential future skills shortages."

Robin Price, Vice President Science and Diversity Champion. Institute of Water

"We know that the lack of women in senior positions and decision-making roles in the biosciences is concerning, especially given the large proportion of females at undergraduate and postgraduate level. And yet this is just one aspect of diversity; the biosciences sector encompasses a broad range of disciplines, and each will have specific inclusivity challenges not just for gender, but according to race, disability, socio-economic background, sexual orientation, age and religion.

Given this challenge, the Society of Biology was keen to work with the Science Council in their Diversity work, to learn from others, share best practice, and develop initiatives to ensure that we support a diverse and inclusive biosciences community.

The Society of Biology is committed to ensuring equal opportunities in the life sciences, and supports diversity throughout the pipeline; at school and higher education, in the workplace and training; by working with the Science Council we are more readily able to achieve this."

Mark Downs, CEO, Society of Biology

"The Royal Meteorological Society strongly supports the Declaration on Equality, Diversity and Inclusion and believes that by proactively promoting it there will be greater opportunities for individuals and throughout the meteorological community."

Liz Bentley, CEO, Royal Meteorological Society

In the following two pieces Strategy Group members, Neil Bentley and Caroline Waters share their perspectives on why celebrating diversity and creating inclusive work environments are so important.

Caroline Waters - Deputy Chair, Equality and Human Rights Commission

It seems so fitting to write this piece for the Science Council's report here in London; what I believe to be one of the greatest cities in the world. No-one who loves this city can fail to understand that its multi-cultural heart is part of what makes it such an innovative and compelling place in which to live and to do business. Our challenge is to understand how we can truly embrace all the talents that our increasingly diverse nation offers, and strengthen UK plc's position in the fast emerging global economy.

For many years I have had the privilege of being at the vanguard of diversity and inclusion. I have seen the power of the unique perspectives the unconventional talent recruited into British industry has brought; the innovation, creativity, skill and expertise all shining through a new and exciting lens of personal value and cultural experience. Sometimes it is not easy to recognise the value of, or listen to, different voices but we must be determined to create an environment which has no organisational DNA and no requirement to comply with an unspoken 'norm'. Where different people can be themselves and change not only the possibilities we see but challenge what we do and how we do it. Diversity can be the difference that makes the difference.

I believe that creating the future of science and its role in creating lives that are inspired by new technologies, enhanced by new medical capability and enriched by a new and deeper understanding of our world and how it works is a team game. That which makes the difference is not just hiring the best people, whatever their make-up, but in connecting them and creating an environment where new and different people can collaborate, share, create and build, with existing teams. Not just for products and services but the greater understanding of each other and our cultural heritages that is critical to our future development as a global force for good. The only question to ask is how do I embrace this potential and enhance the capability of my organisation?

Neil Bentley – CEO, OUTstanding.

Previously Deputy Chief Executive, CBI and Deputy Chair, Stonewall.

Everything is great for LGBT people now, isn't it? We have equal marriage, anti-discrimination legislation, openly gay politicians and business people. But **62%** of LGBT graduates, who were out at university go back in the closet when they start their first job.... Why?

It's not always easy being LGBT at work. There are a dearth of workplace role models, those setting off on their careers can be wary of showing vulnerabilities or perceived difference. They lack the networks that seasoned professionals have and are still working to comprehend how the business environment functions. And it is exhausting to be closeted at work, to police your use of gendered pronouns, dodge assumptions and concentrate on muting your authentic self.

Lord Browne, who is on OUTstanding's advisory board, says to professionals who do not understand this, who say that everything is okay now, or that it's not a workplace issue – go back to your offices, remove any family photographs, don't talk about anything personal to your colleagues: Don't tell them who you went on your holidays with; who you share dinner with, who you share a home with; who you've just fallen in love with - or split up from.

Tell me how effective you would be under those circumstances?

85% of those responding to a survey of OUTstanding's network said non-inclusive workplaces have a negative impact on employees and damages productivity. **55%** of employees do not feel comfortable coming out at work. Employees who are not out at work are **70%** more likely to leave an organisation within three years than LGBT people who are able to bring their whole selves to work.

And there's a hugely beneficial side to making sure that the workplace is welcoming to LGBT people. Studies show that employees are up to **32%** more productive when they feel comfortable being out in the workplace and that organisations with LGBT friendly policies and working make the workforce a friendlier place for their lesbian, gay, bisexual and transgender colleagues.

This is both a productivity and skills challenge - retaining and recruiting the best talent is essential in any sector. And understanding the baseline of where you are on the LGBT challenge is a key first step before taking action. It is not intrusive to ask about sexual orientation in monitoring surveys – it is vital if you are to understand what to do. Asking also sends a signal that as an employer or profession that you care about this issue and want to take action to improve the professional environment. The absence of questions sends a signal that you are not interested in the brightest and best, whatever their sexual orientation or gender identity. It is an organisation's choice of what to do about this.

At OUTstanding we believe leadership is vital. Those in leadership positions should use their influence to communicate that by being authentic and yourself at work professionals will be more confident, perform better and ultimately boost overall results.

5. Events and support

Three working groups were established drawing on members of the Strategy Group and additional volunteers. One working group was tasked with drafting the Declaration; the other two led the development of support resources, the 'Diversity Roadmap', and guided work focused on issues associated with benchmarking and monitoring.

Benchmarking and Monitoring Working Group

Caroline Waters (Chair)	EHRC
Valerie Bevan	IBMS
Melissa Black	RSC
Angela Breslin	Physiological Society
Rosemary Cook	IPEM
Isabel Spence	SGM

Roadmap Working Group

Jennifer Dyer, IOP (Chair)	
Angela Breslin	Physiological Society
Ruth Bowyer	Institution of Environmental Sciences
Sue Ferns	Prospect
Sandra Kerr	Business in the Community
Daniel Payne	UCL
Karen Tuck	BCS, the Chartered Institute for IT
Polly Williams	Royal Society

The activity supported by the working groups is set out in the tables below.

Events			
http://sciencecouncil.org/content/events			
Topic	Date	Attendance	Outputs or Outcome
Unconscious bias: introduction and consideration of implications Speaker: Tinu Cornish MSc CPsychol	10 Feb 2014	25 attendees from 18 member organisations	Increased interest in unconscious bias training
Mentoring schemes: practice sharing and exploring potential for collaboration	10 Feb 2014	As above.	Summary document Draft proposal for collaboration opportunities
Data: establishing a baseline and tracking progress	8 Dec 2015	24 delegates from 16 member organisations	Presentations available online Summary of headline benchmarking data drafted Follow up monitoring discussion
'Quick Wins and Simple Steps' Ideas generation session	7 Jan 2015	6 participants	'Quick Wins & Starting Steps' Resource Member orgs taking forward actions ID'd
Monitoring Diversity: Sharing Practice	30 April 2015	14 attendees from 14 member organisations	Identification of support needs

Resources	
Diversity Roadmap: a framework for developing and managing diversity activity	http://sciencecouncil.org/content/diversity-equality-and-inclusion-roadmap
Monitoring and benchmarking guidance (adapted from RAEng material)	http://sciencecouncil.org/content/diversity-support-member-bodies
Guidance on diversity leadership and champions	http://sciencecouncil.org/content/diversity-resources
'Quick wins and Starting Steps' Ideas specific to professional bodies and learned societies.	As above.
Topic summaries: <ul style="list-style-type: none"> • affinity networks; • diversity working groups • diversity policies, • mentoring schemes • using action learning sets 	As above.
Glossary of key terms	http://sciencecouncil.org/content/diversity-glossary
Email discussion list (26 subscribers)	https://www.jiscmail.ac.uk/SCIENCECOUNCILDEI

"From signing the Declaration with the Science Council we have been provided with invaluable tools to carry out our diversity work, including training in relevant areas, templates for documents and on-hand advice from the team at the Science Council, not to mention the excellent networking opportunities with other individuals working on diversity. In particular, the guide to diversity policies helped us draft a new policy for the society."

Sheila Kanani, Education, Outreach & Diversity Officer. Royal Astronomical Society

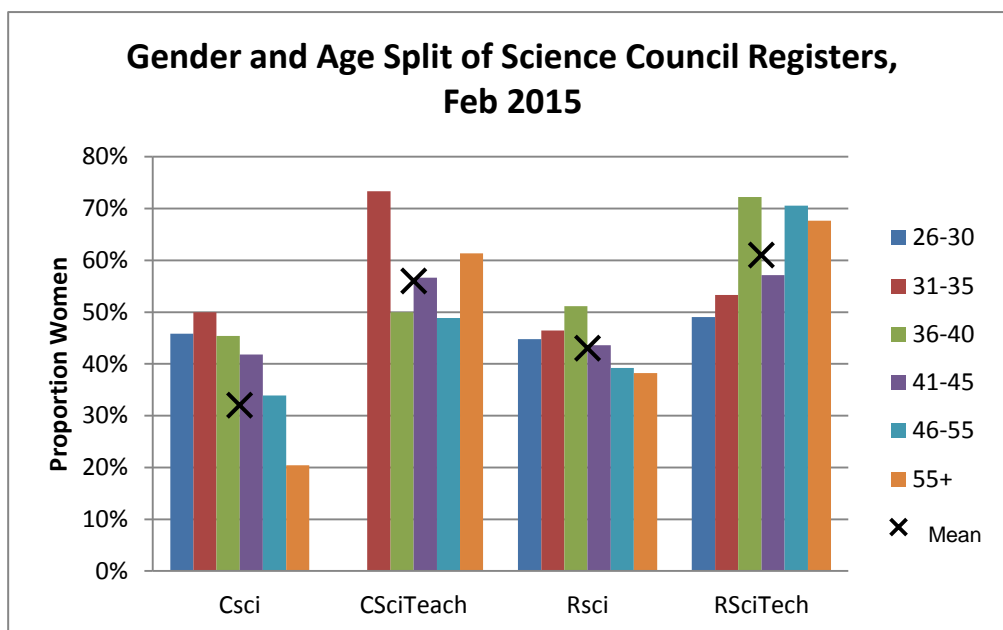
Throughout 2015 the Science Council will continue to support the sharing of learning and build networks of diversity leads and champions. The Board has also set an ambition to see all member organisations signed up to the Declaration before the end of the year.

6. Key data

The Science Council currently holds gender and age data for registrants and asks members to report the gender balance for their total membership. The diversity data that members are currently gathering will help to expand this data set and improve understanding of the current picture.

Gender balance for membership, from 2014 subscriptions data:

- Mean average 32% female
- Median member body 24% female, range 4%-77%

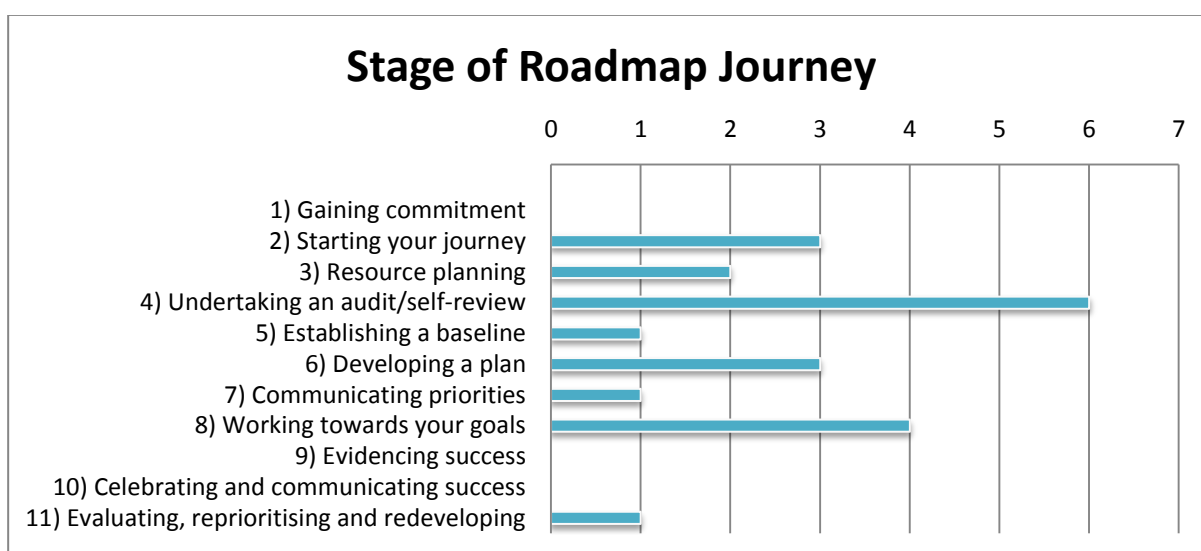


7. Activity of Declaration signatories

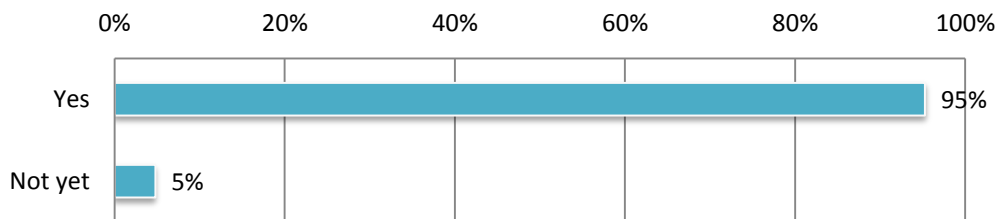
The following summary of activity undertaken by bodies that have committed to the Declaration on Diversity, Equality and Inclusion is drawn from a survey completed by twenty of the twenty six signatories.

a. Headline activity

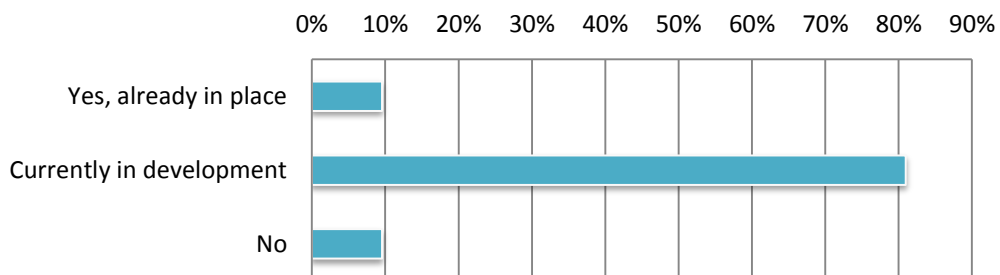
The Diversity Roadmap resource suggests eleven stages for developing a programme of work to support diversity equality and inclusion. The chart below illustrates where members consider themselves to be on their diversity journey.



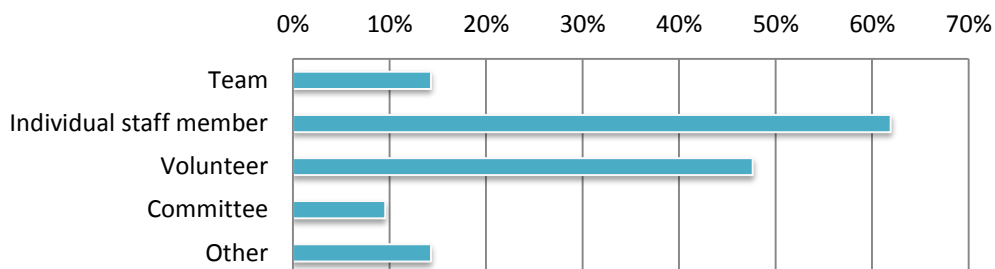
Appointed a Diversity Champion



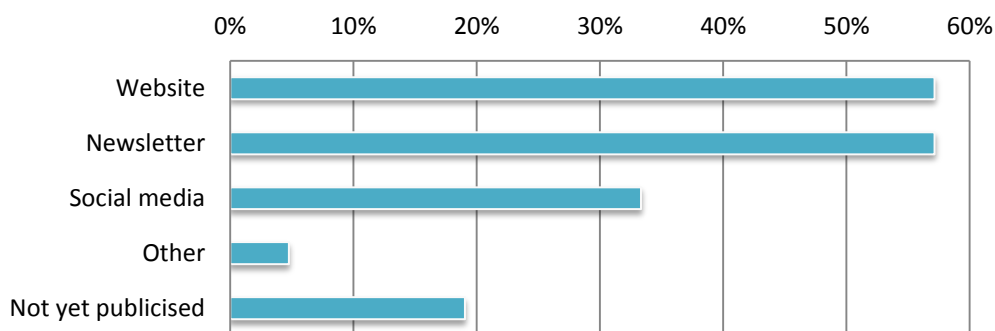
Do you have a diversity action plan?



Who has responsibility for shaping the diversity action plan?



We have communicated our commitment to diversity via...



8. Example activities

This section identifies examples of new actions taken forward by Declaration signatories. The list is by no means exhaustive but indicates the type of steps being taken forward by members. It is hoped that the examples will act as inspiration for others.

Employer responsibilities

- 100% of staff team work flexibly and 20% of those part-time. Staff surveys have shown this is one of the benefits staff value most highly (EI)
- Staff monitoring survey, including attitudinal and perception questions (RSC, IPEM, PhysSoc)
- Diversity training for staff (IPEM)
- Monitoring form with all recruitment packs (IPEM, SC)
- Audit of internal policies, practices and processes (RSC, IOP)
- Developing statement setting out intention to support staff in balancing work and life to benefit of employer and employee (SC)
- Producing diversity guidelines to be applied to future recruitment (SC)

Governance and volunteers

- Compulsory unconscious bias training for committee members (BCS)
- All committees asked to appoint a diversity champion (SGM)
- Statement reminding committees to consider diversity issues at the top of every meeting agenda (RSC)
- Diversity a standing item for all committees (GeolSoc)
- Gender balance targets for committees (IMA)
- Diversity training for all trustees (CoP)
- One board place designated for 'young member' (IoW)
- Trustee induction to highlight commitment to diversity and importance of embedding in all activity (SC)

Identify priorities and establishing a baseline

The most common area of activity for signatories has been seeking data to help target and prioritise activity, and to establish a baseline in order to track progress. The Science Council has targeted much of its support towards this activity and the examples below illustrate the range of approaches members are adopting.

- ANS: surveying members
- BASES: Monitoring conference attendance
- CoP: Monitoring gender, disability and ethnicity
- GeolSoc: Reviewed approach taken by relevant employers in order to inform their approach and which characteristics to monitor. Undertaking membership survey promoted alongside processes such as membership renewal, conference registration etc.
- IBMS: Monitoring forms sent alongside membership application info. Currently monitoring gender (M/F/transgender), disability (sight/hearing/physical), ethnicity and nationality.
- IPEM: implementing membership monitoring survey
- IOP: Surveyed membership in 2011 and 2014. In response to member feedback the latest survey includes a question on sexual orientation.
- IoW: Implementing membership survey (age, gender, ethnic background) will compare data with industry profile and identify actions
- IChemE: Included monitoring in annual membership survey
- IES: planning monitoring using online profiles
- PhysSoc: Implementing membership survey, and perceptions survey for staff.

- RAS: Undertook membership survey with questions covering country of residence, age, sex, ethnicity, disability, religion and sexual orientation. The questions drew on categories used by the Equality Challenge Unit. They achieved a 37% response rate and are using the results to guide their work.
- RSC: Developing approach to monitoring staff and membership
- SoB: Monitoring protected characteristics through annual membership survey
- TOPRA: monitoring membership gender balance and diversity of board

Attracting, retaining and developing individuals

Targeted recruitment (SoB)

The Society has used targeted recruitment initiatives to improve female representation within its membership from 6.5% in 2007 to 21% in 2014.

LGBT networks (BCS, IChemE)

Session sharing practice on setting up LGBT (Lesbian Gay Bisexual Transgender) networks run by IChemE regional branch.

BCS are supporting InterEngineering, a grassroots network for LGBT engineers

Returners to Biosciences Group (SoB)

A group of individuals working to develop and signpost to resources to support individuals returning from career breaks.

Regional unconscious bias awareness training sessions (IOP)

Pay inequality (IES)

The IES undertook a salary survey and highlighted gender disparities.

Parental Leave Guidance (IES)

The IES updated its guide to parental leave to incorporate the new shared parental leave entitlements. The guide is targeted at employers in the environmental sector and includes support for assessment of risk for new or expectant mothers.

Proactive widening of audiences (SC)

Specialist community networks will be asked to assist the promotion of the Roberts Lecture.

Inclusive professional registration (SC)

The Registration Authority will consider whether the registers and associated processes adequately support diversity

Mentoring schemes (various)

A number of organisations already run mentoring schemes or are considering developing a scheme.

Filling the Pipeline

Barriers and enablers to learning maths (IMA)

In June the IMA hosted a conference covering topics such as;

- supporting learners with specific learning difficulties;
- ethnic, cultural and linguistic diversity and the learning and teaching requirements;
- gender issues and gender sensitive learning and teaching;
- blind learners and non-visual representation of mathematics.

Higher Education disability assessors' discussion list (RSC, SoB)

The two societies have set up email discussion lists to enable assessors working at different institutions to share ideas and experiences of assessing student needs and designing reasonable adjustments.

Work placements in partnership with widening participation partner (IOP)

The IOP is supporting the Social Mobility Foundation asking members and partners if they can provide placements for high achieving A-level students from disadvantaged backgrounds.

Outreach to new audiences (RAS)

The RAS is funding the Prince's Trust to embed space science and astronomy activity within their existing programmes. They have also provided a grant for the Workers' Educational Association and Care for Carers.

Girl-friendly teaching microsite (IOP)

Advice on engaging girls with physics was pulled together and promoted through a new website.

Equality for doctoral students (IOP & RAS)

Joint research examining the culture around PhD studentships drawing attention to gender inequalities.

Promoting role models (various)

Several members have been working to identify and promote a diverse range of role models including IMarEST, IChemE and the RSC's 175 Faces of Chemistry campaign.

Disability**Deaf Awareness Training (SoB)**

A half day course to improve communication skills and confidence for individuals in roles where they may work with individuals that are deaf or hard of hearing. Delivered in May 2015 in partnership with Action on Hearing Loss

STEMM Disability Committee

The committee seeks to bring collective action and a strategic approach to strengthening the inclusion of disabled people in STEMM. Secretariat is provided by the Royal Society and committee members include IOP, RSC and SoB.

Accessible fieldwork, discussion meeting (GeoSoc)

A one day conference looking at the challenges of ensuring geoscience fieldwork is accessible for those with disabilities.

Partnership with National Autistic Society (RAS)

The RAS have awarded the NAS a grant to assist other outreach project in becoming more accessible for individuals with autism or Aspergers.

Communication**'Diversity Month' (IoW)**

The Institute has designated December as its 'diversity month' and is planning a programme of activity.

Panel event (IMarEST)

Hosted an event at industry event, 'Ocean Business', to discuss issues facing women in shipping.

Communications Audit (GeoSoc)

The Society commissioned a consultant to undertake a high-level audit of the Society website and other key communications to ensure there is no unconscious bias and to identify ways the Society might better promote its commitment to inclusion. The recommendations are being taken forward.

Communicating commitment (GeolSoc)

The Diversity Champion, Tricia Henton, wrote to all Society staff to communicate this new strategic priority and to invite input. She also wrote a piece for the member magazine, Geoscientist, to inform members of the new commitment.

Developing video resource (IoW)

The Institute has commissioned a consultant to create a DVD on diversity and leadership to support regional committees to take forward events in their own area.

Enhancing accessibility of website (SC)

Planned website redevelopment will build in enhancements to the accessibility.

Example action plan**Geological Society**

The Geological Society adapted the review structure developed by the Science Council to create a plan setting out actions to be taken forward over the next two years. This is reproduced in Appendix 1.

Appendix 1: Geological Society Diversity Review Outline (Draft 14/11/2014)

Activity	Questions	Measures / Data	Benchmarks	Possible Actions	Target Date
Staff recruitment, pay progression, retention & leadership roles	<ul style="list-style-type: none"> - Do we attract mixed pool of applicants? - Are any groups being disadvantaged during process? - Do we advertise requirements accurately? - Are training opportunities fairly allocated? - Is recognition and reward for work done fairly given? - Are there patterns to who leaves? 	<ul style="list-style-type: none"> - Mix of applicants, interviewees & appointees - Monitor career progression - Monitor who leaves - Processes for identifying training ensure no bias? - Process of annual appraisal and performance grade ensure no bias? - Flexible workers supported, equally valued? 	<ul style="list-style-type: none"> - Local population data 	<ul style="list-style-type: none"> - Diversity monitoring of applicants, interviewees & appointees - Review recruitment channels and literature - Review staff policies & procedures, including equal opportunities policy - Use of exit interviews for leaders 	<ul style="list-style-type: none"> - Review of current process by end of Q2 2015
Membership recruitment & retention	<ul style="list-style-type: none"> - Does membership reflect diversity of population / eligible population? - Are any groups discouraged from joining? - Are facilities accessible? - Do we do enough to retain members during career breaks etc? 	<ul style="list-style-type: none"> - Mix of members, new joiners, leavers etc - Monitor retention of different groups 	<ul style="list-style-type: none"> - Population demographics - HESA data - Data from geoscience employers 	<ul style="list-style-type: none"> - Diversity monitoring - Review of application policies, procedures and marketing materials 	<ul style="list-style-type: none"> - Diversity Monitoring to be implemented end January 2015 - First annual report published end of 2015. - Review of current application process and marketing materials by end Q4 2015

Appendix 1: Geological Society Diversity Review Outline (Draft 14/11/2014)

Chartership	<ul style="list-style-type: none"> - Do we attract a mixed pool? - Any implicit bias in criteria and standards? - Is scrutineering process regulated to avoid prejudice or unconscious bias? 	<ul style="list-style-type: none"> - Mix of applicants - Patterns in those accredited and those deferred - Monitor who resigns Chartership and reasons 	<ul style="list-style-type: none"> - Fellowship data - Population demographics - HESA data - Data from geoscience employers 	<ul style="list-style-type: none"> - Diversity monitoring - Review application policies and procedures - Scrutineer training 	<ul style="list-style-type: none"> - Review of current policies and procedures by end Q4 2015
Boards & Committees	<ul style="list-style-type: none"> - Who represents us? - Is make-up of Boards and Committees representative of membership / wider population? 	<ul style="list-style-type: none"> - Monitor make-up of boards and committees - Monitor nominations, elections etc 	<ul style="list-style-type: none"> - Fellowship data 	<ul style="list-style-type: none"> - Diversity as standing item on Council agenda - Diversity Champion on Council 	<ul style="list-style-type: none"> - Diversity Champion on Council COMPLETE - Standing Item on Council agenda COMPLETE - Standing item for all committees by end Q1 2015
Education & Careers	<ul style="list-style-type: none"> - Do we do enough to promote geoscience to diverse groups? - Do we represent geoscience as inclusion profession? - Are our outreach resources appropriately targeted towards diverse groups or those underrepresented in geoscience professions? 	<ul style="list-style-type: none"> - Monitor schools and HESA data 			

Appendix 1: Geological Society Diversity Review Outline (Draft 14/11/2014)

Events	<ul style="list-style-type: none"> - Do events attract mixed pool of attendees? - Are invited speakers diverse? - Are venues accessible and welcoming to all? - Are event timings prohibitive to certain groups? 				
Communications	<ul style="list-style-type: none"> - Do our communications showcase a wide range of individuals? - Are our communications accessible for those with impairments? - Is there any implicit or unconscious bias in our communications? - Do we clearly communicate our commitment to diversity? 			<ul style="list-style-type: none"> - Increase coverage of relevant news and activity in communication strands - Dedicated diversity web pages - Audit of website & other comms for implicit bias - Diversity as standing item on committee agendas, to identify news to be communicated 	<ul style="list-style-type: none"> - Diversity web page COMPLETE - Initial comms to staff and fellows COMPLETE - Implement Diversity Communication Plan end Q4 2014 - Website audit & changes implemented by end Q1 2015 - Review coverage of diversity news activity end Q2 2015 - Standing item for all committees by end Q1 2015
Awards, Grants &	<ul style="list-style-type: none"> - Does process for nomination and selection 			<ul style="list-style-type: none"> - Diversity monitoring with grant/fund 	

Appendix 1: Geological Society Diversity Review Outline (Draft 14/11/2014)

Bursaries	ensure a mixed pool? - Do grants / bursaries attract a mixed pool of applicants?			applications	
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*For more information on the project please contact:
Nicola Hannam, Director of Development*

Email: n.hannam@sciencecouncil.org

Tel: 020 3434 2021

<http://www.sciencecouncil.org/content/diversity-equality-and-inclusion>

Science Council
Hodgkin Huxley House
30 Farringdon Lane
London
EC1R 3AW