Diversity Data Monitoring and Reporting

Diversity Data Monitoring and Reporting
Part 1: Presentations
May 28, 2020

Welcome
Paul Hardaker
Institute of Physics

1.00pm-
1.10pm

Welcome
Professor Paul Hardaker, FInstP, FRMetS, CMet, CEO, Institute of Physics

1.10pm-
1.20pm

Driving change with your diversity data
Monica Stancu, Diversity and Inclusion Manager, Royal Academy of Engineering

1.20pm-
2.20pm

Myth busting diversity data
Polly Williams, Head of Diversity and Inclusion, Royal Academy of Engineering (moderator)
Fiona Dorrington, Diversity Officer, Institute of Physics
Dr. Laura Norton, Senior Programme Manager, Inclusion and Diversity, Royal Society of Chemistry
Sinéad Whelan, Head of Membership and Data Insight, TOPRA
Lori Frecker, Diversity and Inclusion manager, Royal Society

2.20pm-
2.30pm

Conclusions
Professor Paul Hardaker, FInstP, FRMetS, CMet, CEO, Institute of Physics

ROYAL
ACADEMY OF
ENGINEERING

Science
Council

Diversity and Inclusion

Progression Framework

for professional bodies

A FRAMEWORK FOR PLANNING AND ASSESSING PROGRESS

1. Governance and leadership

2. Membership and professional registration

3. Meetings, conferences and events

4. Education and training, accreditation and examinations

5. Prizes, awards and grants

6. Communications, marketing, outreach and engagement

7. Employment

8. Monitoring and measuring

The first collective benchmarking across engineering and science professional-summer 2017

20 professional engineering institutions and 21 Science Council member bodies self-assessed

Next free benchmarking exercise: April 30, 2021 (deadline)

Progression framework steering group

Driving change with your diversity data
Monica Stancu
Royal Academy of Engineering

Diversity data: your tool for success

ID inequalities	**ID gaps and best practices**	**Build business case**	**Turn data into action**
Monitor progress	**Reduce risk and reputational damage**	**Show transparency**	**Build your brand**

What are you collecting and why?

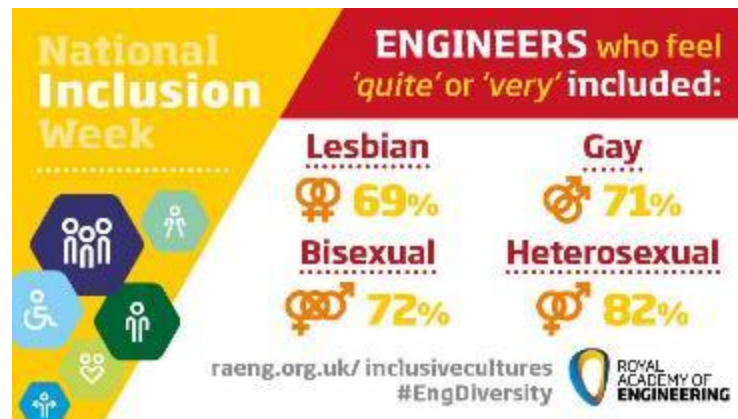How are you collecting that information and who needs to approve?

How are you encouraging people to share their info?

What are you doing with that report?

Case study: Engineering grant

Application → Shortlisting → Offer

D&I Stats in Engineering

Tips

Build trust

Tailor your measurements to business goals

Look at the applicant's lifecycle

Measure diversity AND inclusion

Capture qualitative and quantitative data

Update your stakeholders

D&I Measurement in Engineering

Leadership

Measures 1-4

1. Percentage of diverse direct reports at all levels
2. Percentage of leaders or people managers with strategic D&I objectives in their performance measures
3. Percentage of leader or manager roles with inclusive behaviours defined as a required competency
4. Percentage of those in leadership roles who are active and visible D&I advocates and role models

Attraction & recruitment

Measures 5-9

5. Percentage of diverse applicants at each stage of the recruitment process
6. Percentage of interviewers that have completed company recruitment training that includes D&I and bias awareness
7. Percentage of diverse interviewers or assessors conducting assessment days or panels
8. Percentage of advertised roles that are inclusive by design, specification and the absence of bias
9. Percentage of advertised roles that use a range of channels to attract candidates

Retention

Measures 10-13

10. Percentage of joiners compared to percentage of leavers, by diversity characteristic
11. Percentage of employees that indicate a positive employee experience, by diversity characteristic
12. Percentage of formal flexible working requests approved
13. Percentage of bullying and harassment, grievance and disciplinary cases upheld

Progression

Measures 14-16

14. Percentage of employees who have progressed (via grade change, out-of-cycle pay increase or significant responsibility increase) by diversity characteristic
15. Percentage of roles filled by internal candidates rather than external candidates, by diversity characteristic
16. Percentage of each diversity characteristic that takes up training and development opportunities, compared to representation in the workforce

Academy Resources

- [Measurement toolkit](#)
- [D&I progression framework](#)
- [Inclusive cultures report](#)
- [Diversity monitoring guidelines](#)

External resources

- [ONS Measuring equality guidance](#)
- [Google diversity report 2020](#)
- [Uber diversity report 2019](#)

Thank you!

monica.stancu@raeng.org.uk

#EngDiversity @RAEngNews

Myth busting diversity data

Fiona Dorrington, Diversity Officer, IOP

Dr. Laura Norton, Senior Programme Manager, Inclusion and Diversity, Royal Society of Chemistry

Sinéad Whelan, Head of Membership and Data Insight, TOPRA

Lori Frecker, Diversity and Inclusion manager, Royal Society

Fiona Dorrington
Institute of Physics

2011	• First Member Diversity Survey

2015	• Second Member Diversity Survey

2019	• Exploring the workplace for LGBT+ Physical Scientists

2019	• Third Member Diversity Survey

2011

For physics • For physicists • For all

An overview of the Institute of Physics 2011

IOP Institute of Physics
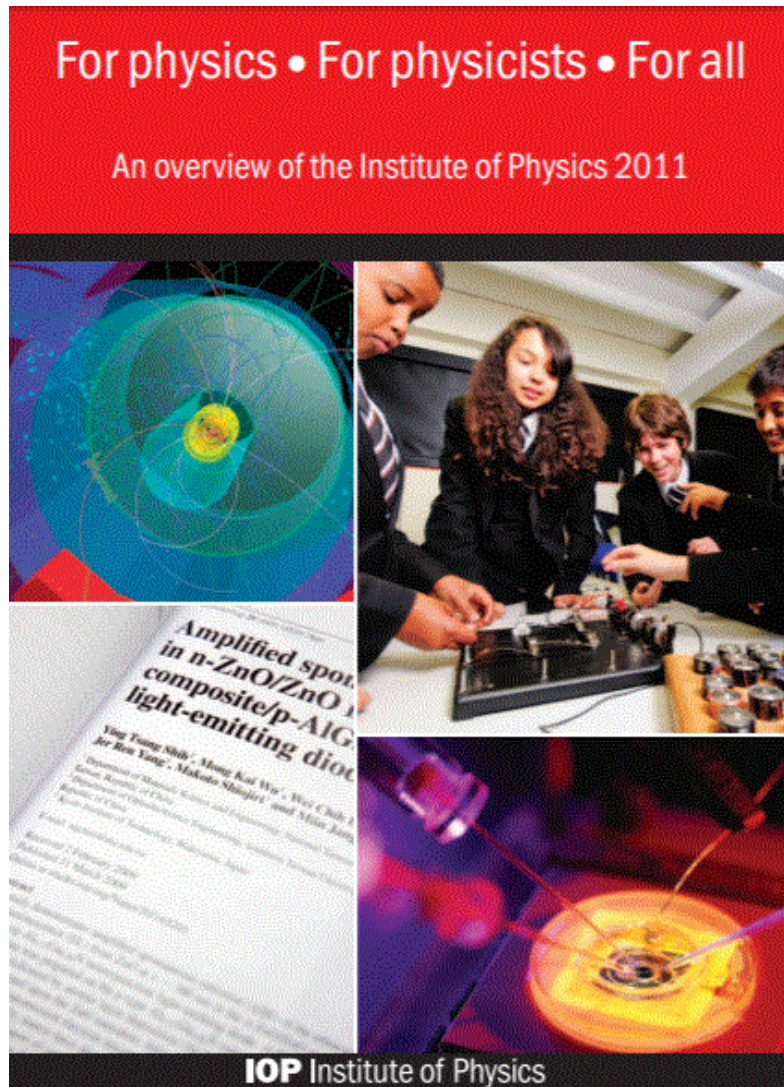
2015
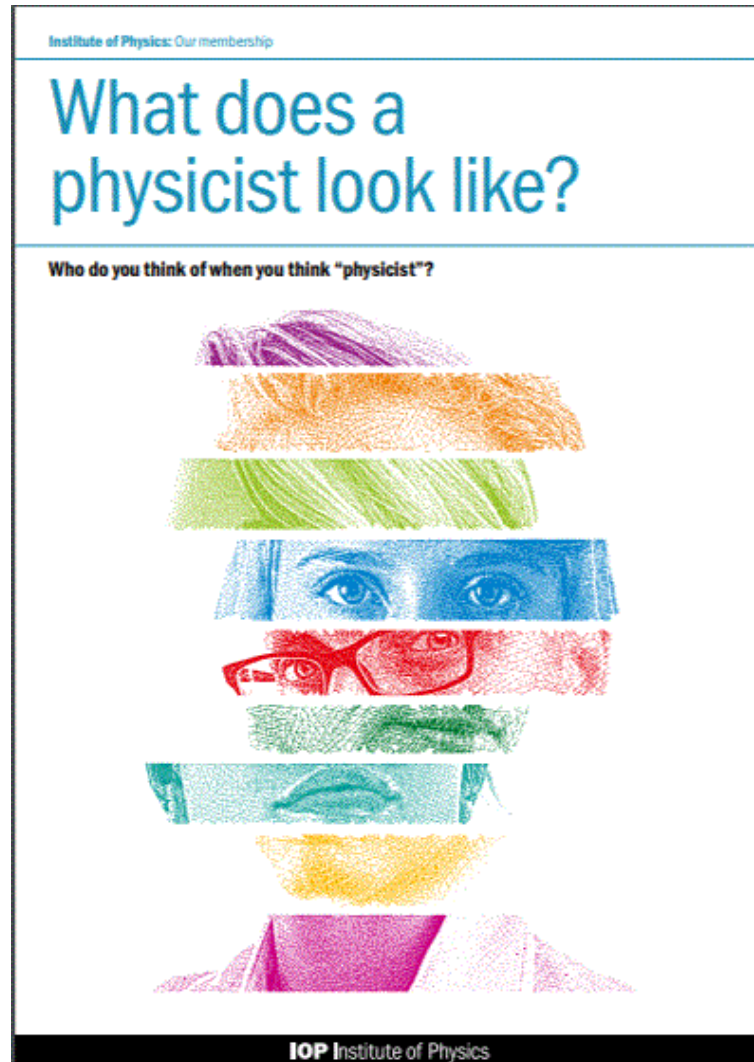
Our Council

Council membership 2011 to 2016

Council membership 2011 to 2016 bar chart showing percentage of male and female Council members:

Year	Women	Men
2011/2012	26%	74%
2012/2013	33%	67%
2013/2014	19%	81%
2014/2015	32%	68%
2015/2016	39%	61%
Corporate membership* 2015	12%	88%
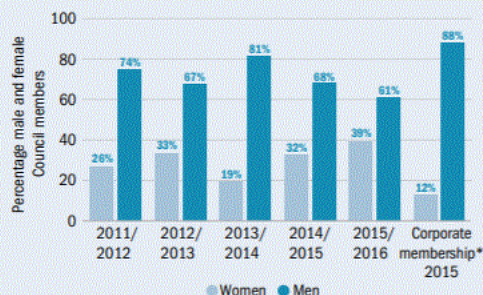
*Corporate members are those IOP members that would be eligible to be nominated for Council.
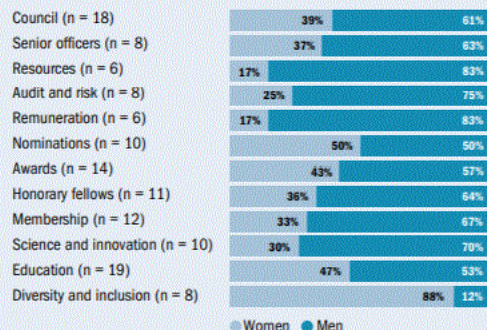
18 Council members

57 average age

7 female members

Council consists of 18 members elected from, and by, the corporate membership, and up to three co-opted members appointed by Council itself. As the board of trustees, Council has ultimate responsibility for directing the affairs of the Institute, and ensuring that it is solvent, well run, and delivering the charitable outcomes for the benefit of the public for which it has been set up. Council meets four times a year.

Our committees

Proportion of males and females on IOP Council and committees 2015 to 2016

Committee	Women	Men
Council (n = 18)	39%	61%
Senior officers (n = 8)	37%	63%
Resources (n = 6)	17%	83%
Audit and risk (n = 8)	25%	75%
Remuneration (n = 6)	17%	83%
Nominations (n = 10)	50%	50%
Awards (n = 14)	43%	57%
Honorary fellows (n = 11)	36%	64%
Membership (n = 12)	33%	67%
Science and innovation (n = 10)	30%	70%
Education (n = 19)	47%	53%
Diversity and inclusion (n = 8)	88%	12%

129 committee positions

75 individuals

34 filled by women (44%)

Council has a number of standing committees with delegated powers. Committee membership is not limited to Council members, allowing for representation from the membership.

In carrying out their work, Council and its committees will take into account the Institute's vision for diversity and inclusion, working towards an inclusive, sustainable, diverse and vibrant physics community, and enabling all members to participate fully in our activities.
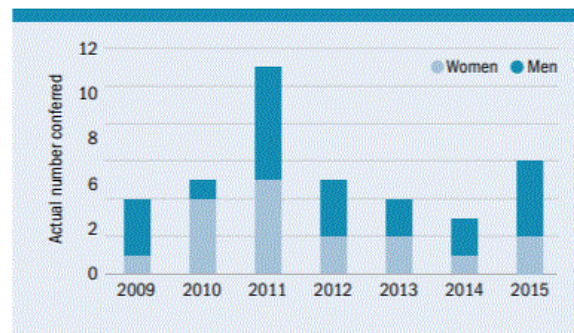
Our awards

11% female nominations

24% female award winners

0 gold award nominations for females*

* Between 2010 and 2015.

The IOP awards portfolio spans all areas of physics, as well as contributions made to physics outreach, education and the application of physics-based technologies.
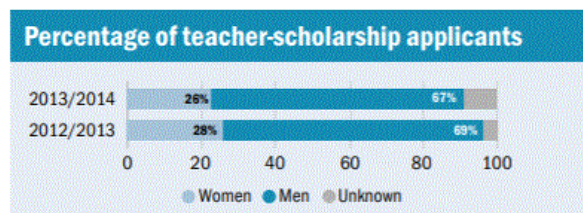
iop.org/awards

Our honorary fellows


Our teacher scholarships

Scholarship applicants

Percentage of teacher-scholarship applicants

	Women	Men	Unknown
2013/2014	26%	67%	
2012/2013	28%	69%	

Females awarded scholarships

34 out of 97 in 2012/2013
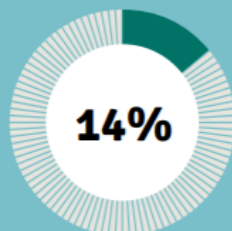
39 out of 144 in 2013/2014

The IOP awards up to 150 teacher-training scholarships each year, in partnership with the Department for Education. The scholarships of £30,000 are awarded to talented individuals entering physics teacher training in England.
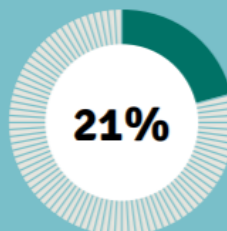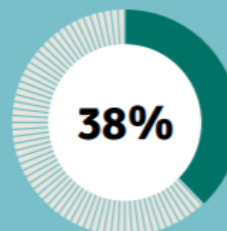
iop.org/scholarships

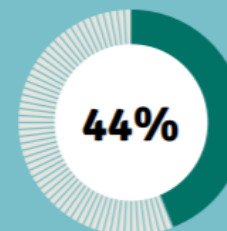**2019**
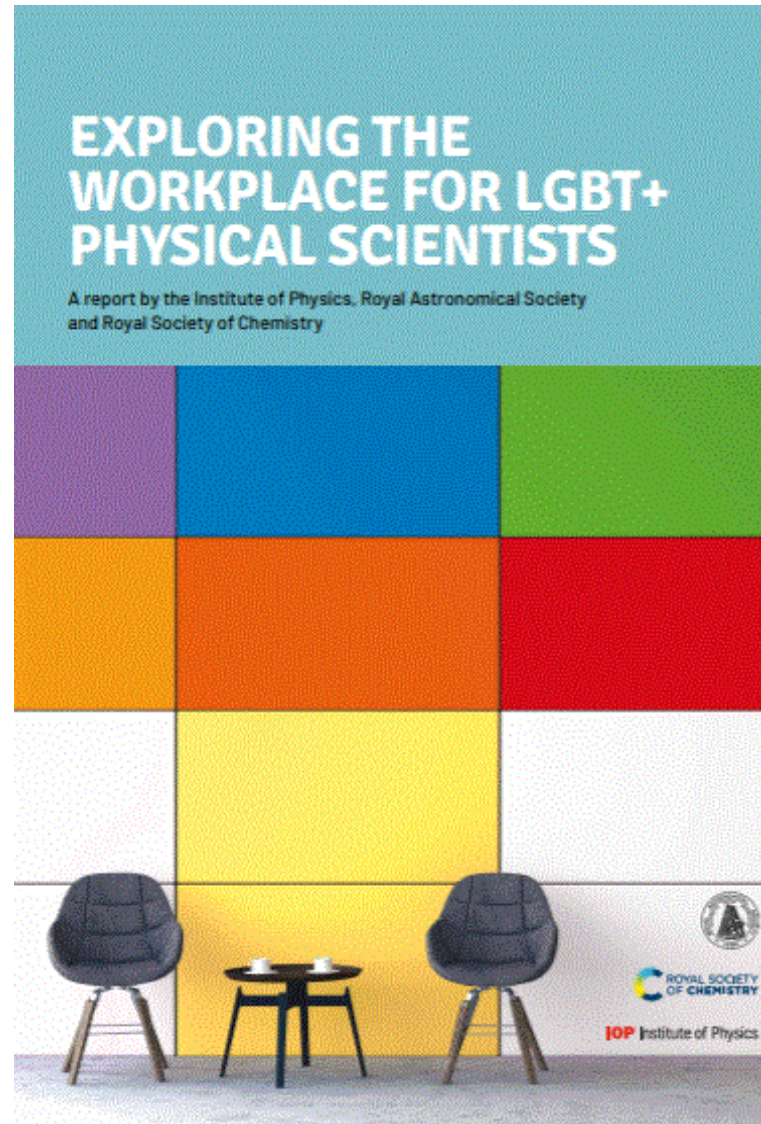
LGBT+ individuals out to everyone at work

14% Bi/pansexual

21% Queer and questioning

38% Lesbian

44% Gay

> Only when all people feel comfortable to be themselves in the workplace, without any fear of discrimination, will global science truly be able to thrive.

18% of LGBT+ respondents had experienced exclusionary behavior

49% of respondents agreed there was a lack of awareness of LGBT+ issues in the workplace

17% felt that their organisation's policies were generally lacking or discriminatory towards LGBT+ staff

40% of those working outside academia did not have access to a workplace LGBT+ network

> Ultimately, what any minority group-belonging person wants is, when push comes to shove, will my organisation support me?

ROYAL SOCIETY OF CHEMISTRY

IOP Institute of Physics

#LGBTinSTEM
#PhysSciEquality

Registered charity number 226545

Registered charity number 207890

Registered charity number 293851

ROYAL ACADEMY OF ENGINEERING

Science Council

2019 Member Diversity Survey

Caring responsibilities

Pie chart:
- No 70%
- Yes 28%
- Prefer not to Say 2%
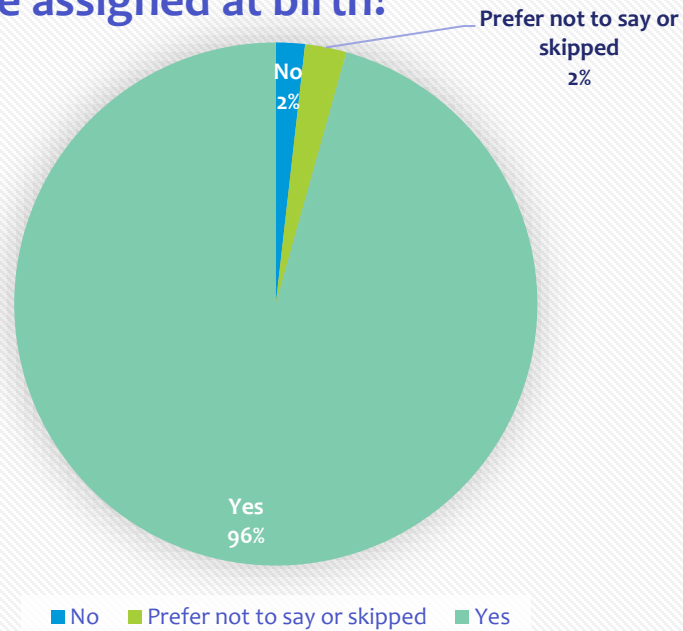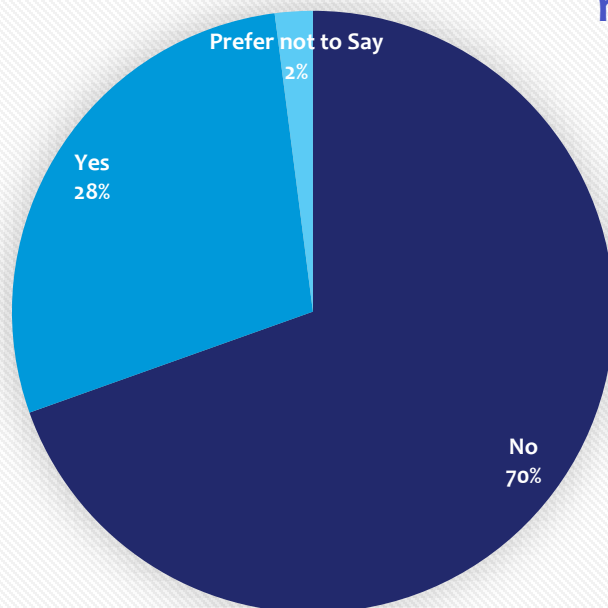
Legend: No | Yes | Prefer not to Say

Professional Conduct and behaviour in a studying and working climate

Qualitative data

Why report on diversity data?

- Increases openness and transparency
- Meets good practice
- Benchmarks current practices and activities
- Provides direction for improving the inclusivity of current practices and activities
- Responds to our commitments

Process

Planning → Data collection and analysis → Report production & release → Review, monitor, adapt
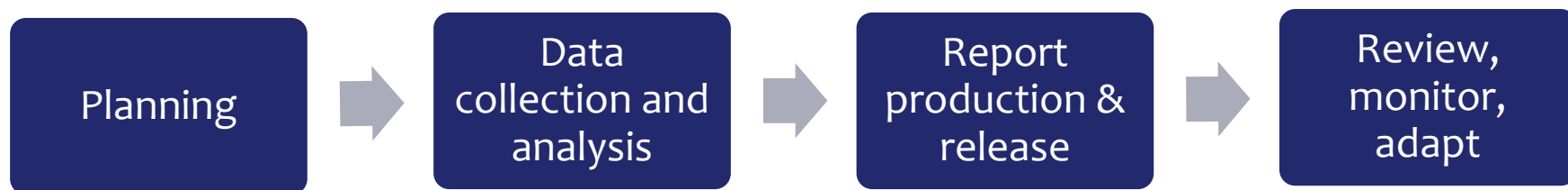
Stakeholder engagement

- Improved data collection
- GDPR processes

Data monitoring template

- Good practice examples
  - RAEng and Science Council Progression Framework, Stonewall, HESA, ONS
- RSC Inclusion and Diversity Committee
- Phased testing
- Constant review

Data monitoring template

- Gender
- Gender identity
- Age
- Nationality
- Ethnic Origin
- Disability

- Sexual Orientation
- Religion
- Caring responsibilities
- Educational background
- Working patterns
- Disability

Stakeholder engagement

- Governance
- Members
- Community
- Colleagues – including Leadership

Data Protection Officer, Data insights team

GDPR

- Why?
- What?
- How?
- For how long?

Data protection recording

Aggregated anonymised data

Non-identifiable reporting

Diversity report content

Governance	Membership	Prizes and awards	Grants
Members committees	Accreditation	Organised events	Education activities
	Publishing activities		Chemists' Community Fund

Challenges

- Acceptance (GDPR)
- International data

Non-identifiable data collection and reporting

Opportunities

- Increased awareness of inclusion and diversity
- Improved inclusivity and diversity

Cultural change

Sinéad Whelan, Head of Membership & Data Insight at TOPRA

A brief introduction to TOPRA – The Organisation for Professionals in Regulatory Affairs

Where did we start off with D&I monitoring?

Staff	• Small team at TOPRA
Committees	• Board, volunteer led groups etc
Applications	• Membership, Masters, PhDs etc
Survey	• member survey/separate survey

UK

Europe

North America

Rest of the World

Top Tips for smaller organisations

Use data you already have or can easily collect

You don't need a huge team or dynamic IT systems to support D&I Data Monitoring

You can start using the Progression Framework without having data on all sections

Be considerate of varying International cultures if sending out surveys

Want to ask me more questions?

Email **Sinead@topra.org** and I will be happy to chat further.

Lori Frecker
The Royal Society

Royal Society annual diversity data report

- Published every year since 2015.

- Strategic diversity objective – maintain a culture within the society that encourages and promotes diversity and inclusion.

- Openness and transparency.

- Identify and address areas of under-representation.

What's in the report?

- The Fellowship
- Committees, working groups and Editorial Boards
- Grants applicants and awards
- Speakers, organisers and chairs of scientific meetings
- Audiences and speakers at public events
- Authors and reviewers of journals
- Schools engagement
- Gender pay gap
- Royal Society staff

How do we collect the data?

- Annual, anonymised diversity e-survey (four questions, takes less a minute to complete).

- Centralised data collection for some activities.

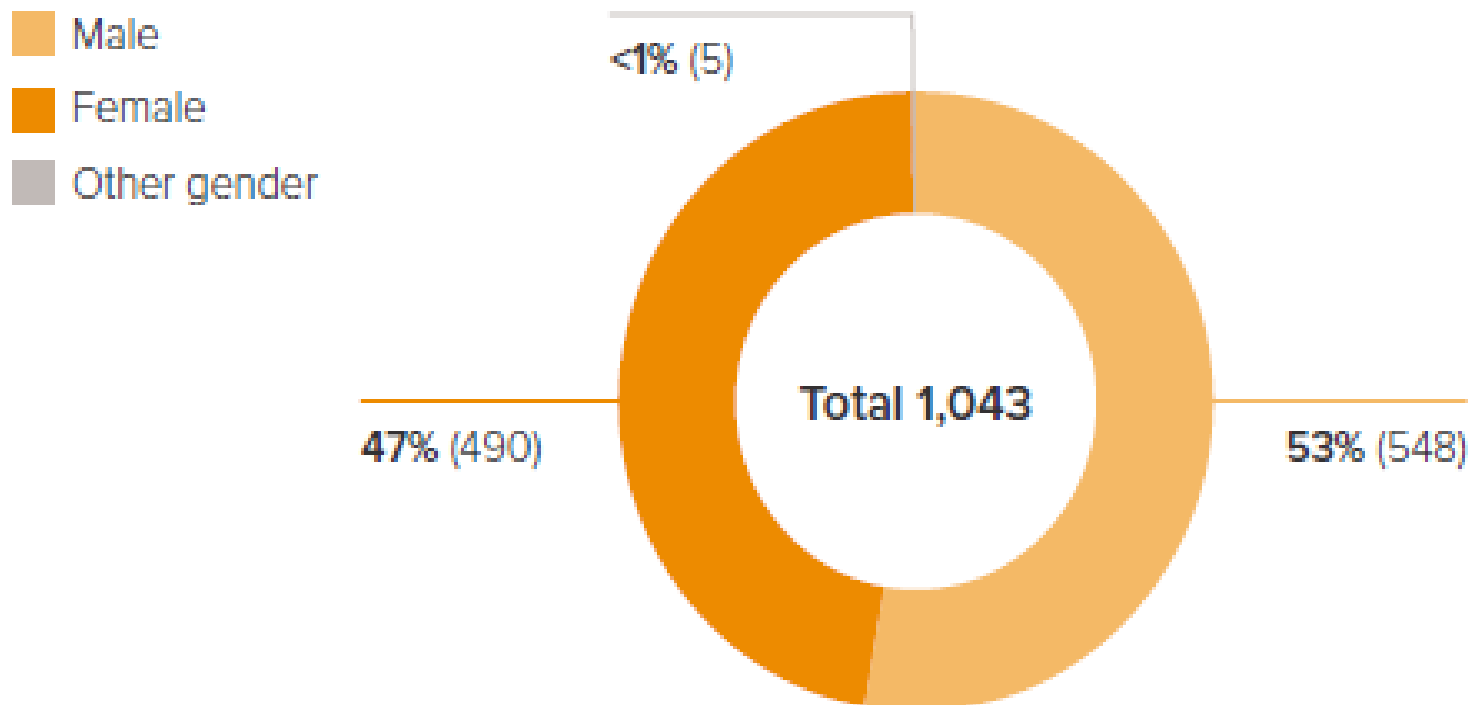- Hard copy and digital surveys at events.

What happens next?

- Data collated and analysed by Diversity team.

- Draft report approved by Diversity Committee and Royal Society Council.

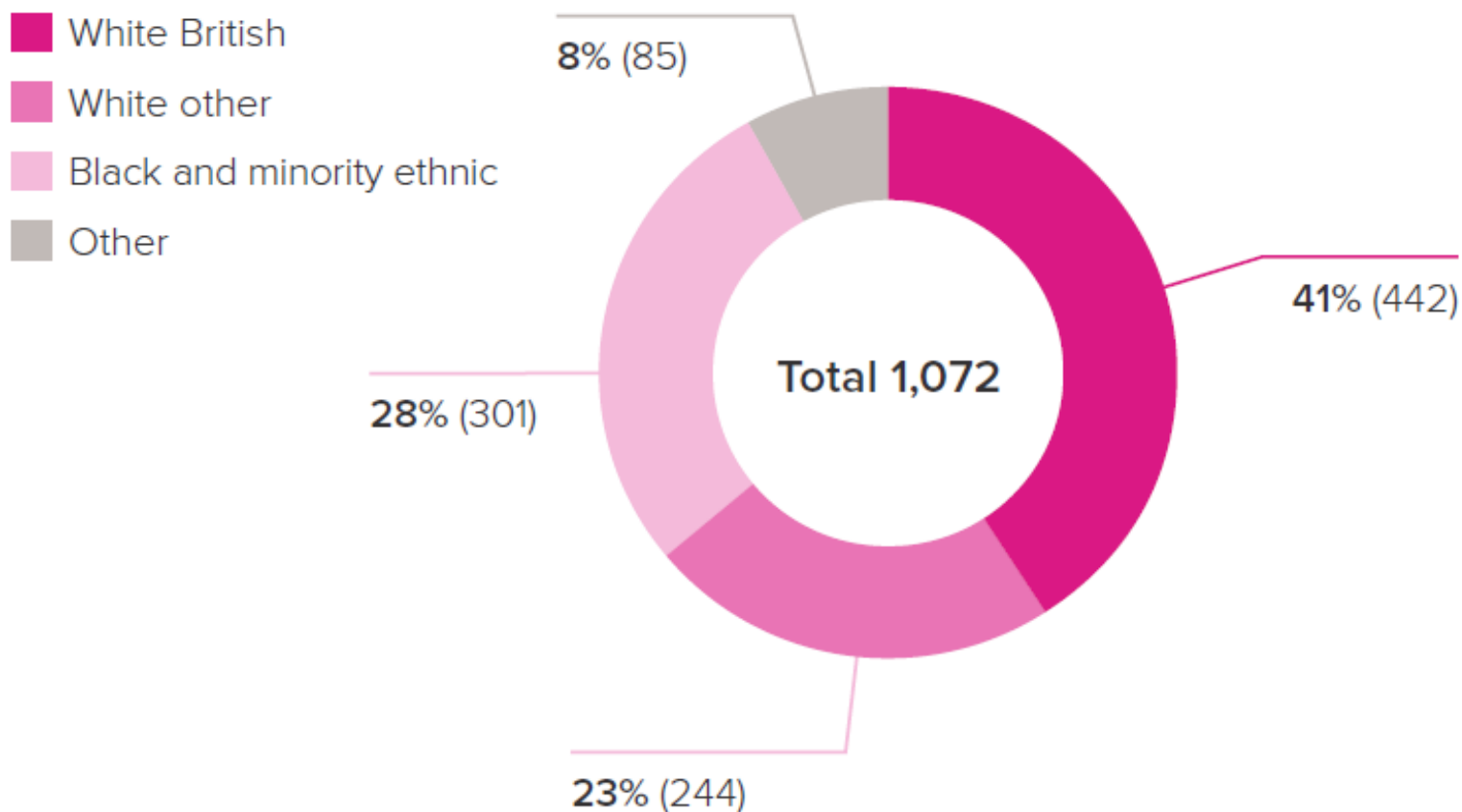- Report published on Royal Society website.

What has changed?

- Last year:

- Trend data

- Ethnicity and disability data for the Fellowship

- Gender pay gap information

- More detailed breakdown of grants data

- This year:

- Staff diversity data

- Introduction of benchmarks

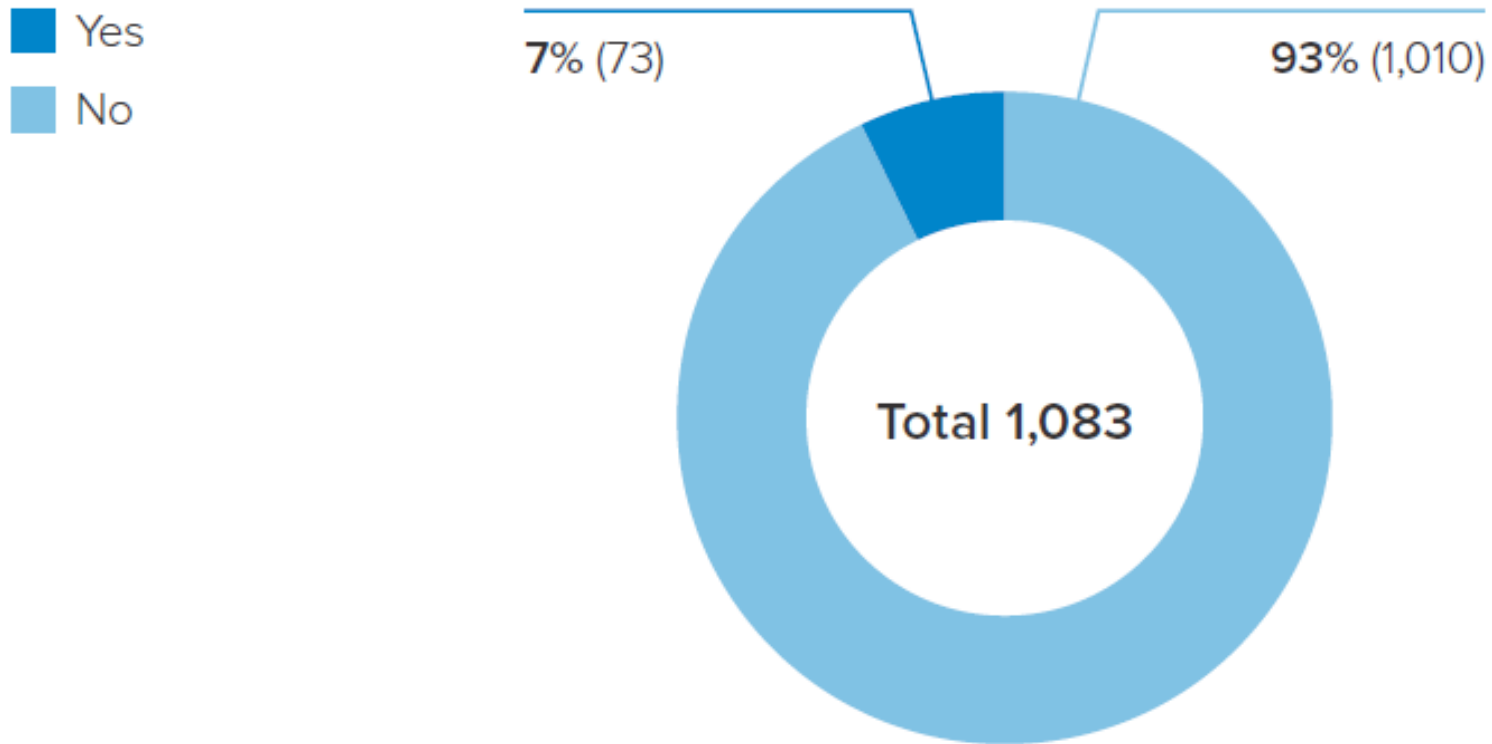# Public events: ethnicity of attendees

Legend:
- White British
- White other
- Black and minority ethnic
- Other

8% (85)
41% (442)
28% (301)
23% (244)

Total 1,072

Public events: disability of attendees

Yes
No

7% (73)

93% (1,010)

Total 1,083

How do we use the data?

- Publish the report on the Royal Society website.

- Share the data at events and conferences.

- Staff diversity working group develops action plan to address under-representation.

Next steps

- Publish the next data report later this year.

- Review diversity survey questions

- Start on next year's report!

Thank you

Conclusions
Paul Hardaker
Institute of Physics

Upcoming:

- Live session: Monday, June 8, 1.30pm

1.30pm- 1.40pm	**Welcome and introductions** Professor Paul Hardaker, FInstP, FRMetS, CMet, CEO, Institute of Physics
1.40pm- 2.00pm	**Myth busting session: Q&A with speakers** Polly Williams, Head of Diversity and Inclusion, Royal Academy of Engineering (moderator) Fiona Dorrington, Diversity Officer, Institute of Physics Dr. Laura Norton, Senior Programme Manager, Inclusion and Diversity, Royal Society of Chemistry Sinéad Whelan, Head of Membership and Data Insight, TOPRA Lori Frecker, Diversity and Inclusion manager, Royal Society
2.00pm- 2.30pm	**Peer learning forum**
2.30pm- 2.45pm	**Conclusions** **Professor Paul Hardaker, FInstP, FRMetS, CMet, CEO, Institute of Physics**

Thank you!

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b.wagenbach@sciencecouncil.org

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#ScienceDiversity @Science_Council