

Black Scientists - Tackling Racism in UK S&T

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The Foundation for Science and Technology

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The existing evidence on racial and ethnic inequalities

Inequalities are well documented in HE

- awarding gaps in HE-- White students are 13% more likely to get a first or upper second class
- underrepresentation at PhD and postgraduate levels
- pay gap, promotion...
- research funding, research impact

2022 Office for Students and Research England **£8m** to fund 13 projects to tackle inequalities to access postgraduate research

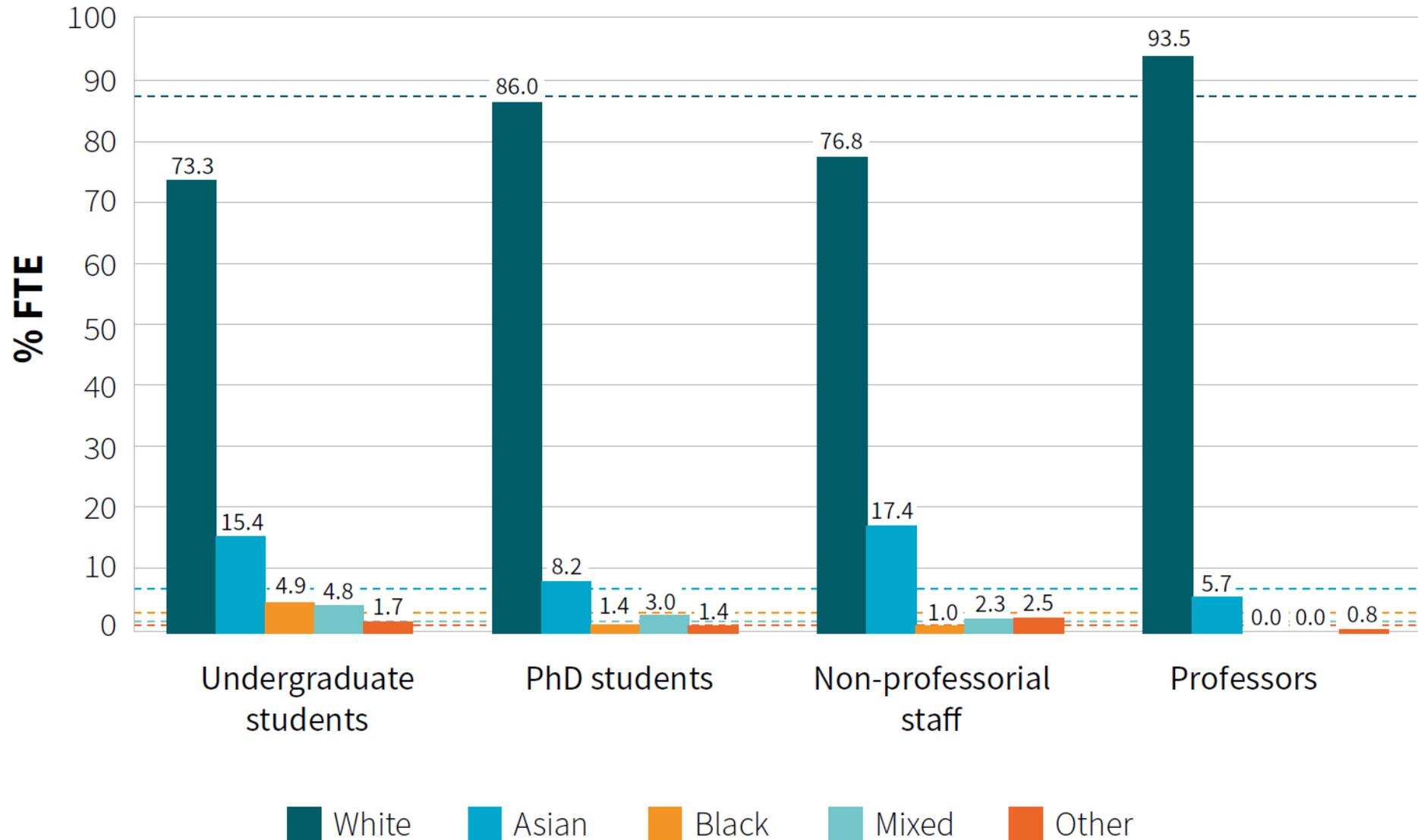
Missing Elements

Racial and ethnic inequalities
in the chemical sciences

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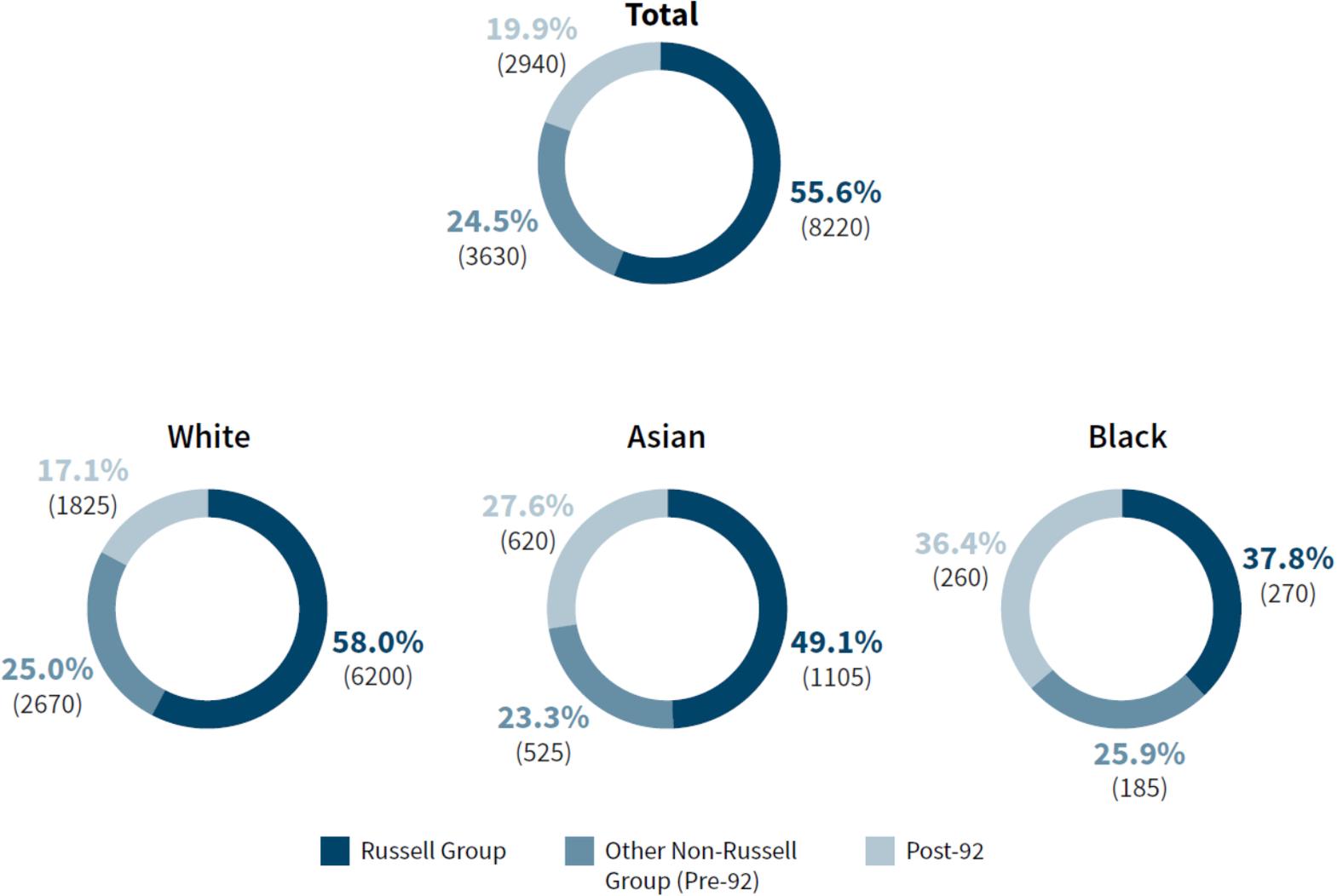


We are losing Black chemists at an alarming rate



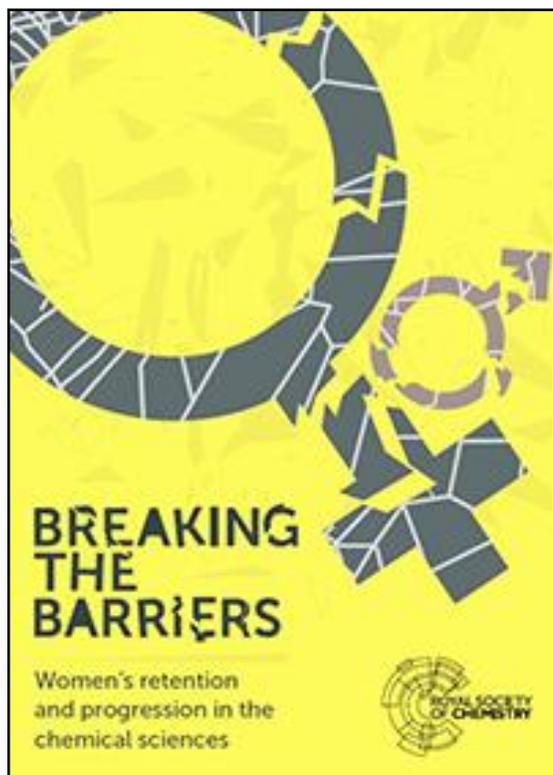
Sources: Higher Education Statistics Agency and Office for National Statistics.

Chemistry students face structural barriers to progression

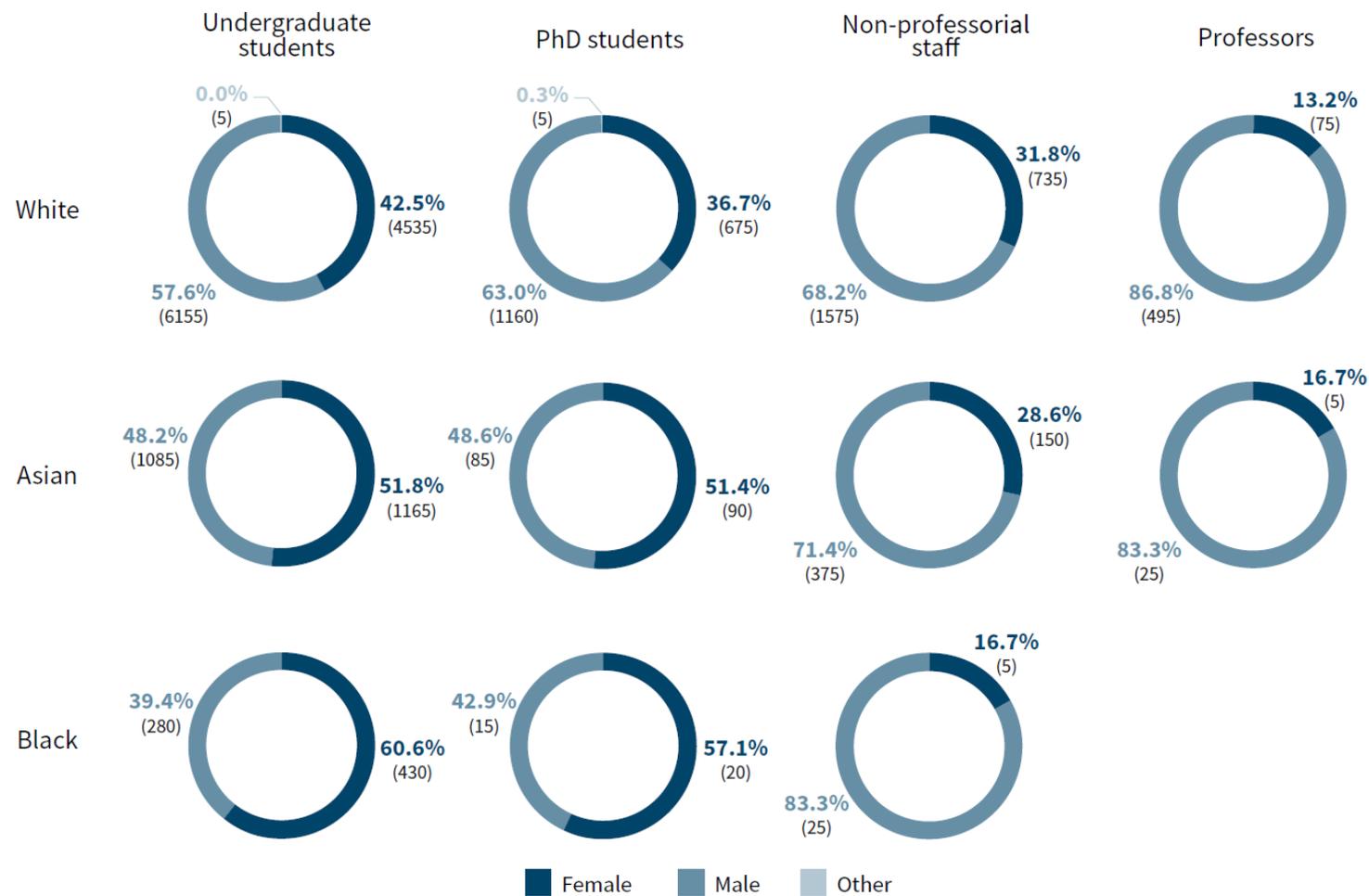


Source: Higher Education Statistics Agency.

Loss of women is most pronounced for Black women



rsc.li/ChemEquality



rsc.li/missing-elements

Six key interacting themes



1. Attraction, inspiration and progression



4. Funding systems and structural barriers



2. Mentorship, sponsorship and networks



5. Global community



3. The culture of chemistry



6. Leadership in the community, accountability and allyship.