EDI in STEM
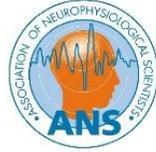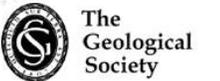
Rachel Lambert-Forsyth (she/her)
EDI Champion – Science Council Trustee

Declaration on Equity, Diversity & Inclusion

'*By living the values of equity, diversity and inclusion, and critically assessing and acknowledging the inequalities that exist, the Science Council and its member bodies will create greater opportunity for any individual to fulfil their scientific potential, irrespective of their background or circumstances. In so doing it will also help science to better serve society by attracting the widest possible talent to the science workforce and fostering a greater diversity of scientific ideas, research and technology.*'

@Science_Council

Declaration on Equity, Diversity & Inclusion

1. Appoint a board level diversity champion

2. Plan and implement a programme of work to embed the principles of equity, diversity and inclusion into organisational policies, practices and behaviours

3. Measure, assess, reflect and report on progress

4. Share progress, learning and good practice.

@Science_Council

Terminology: Equality vs. Equity
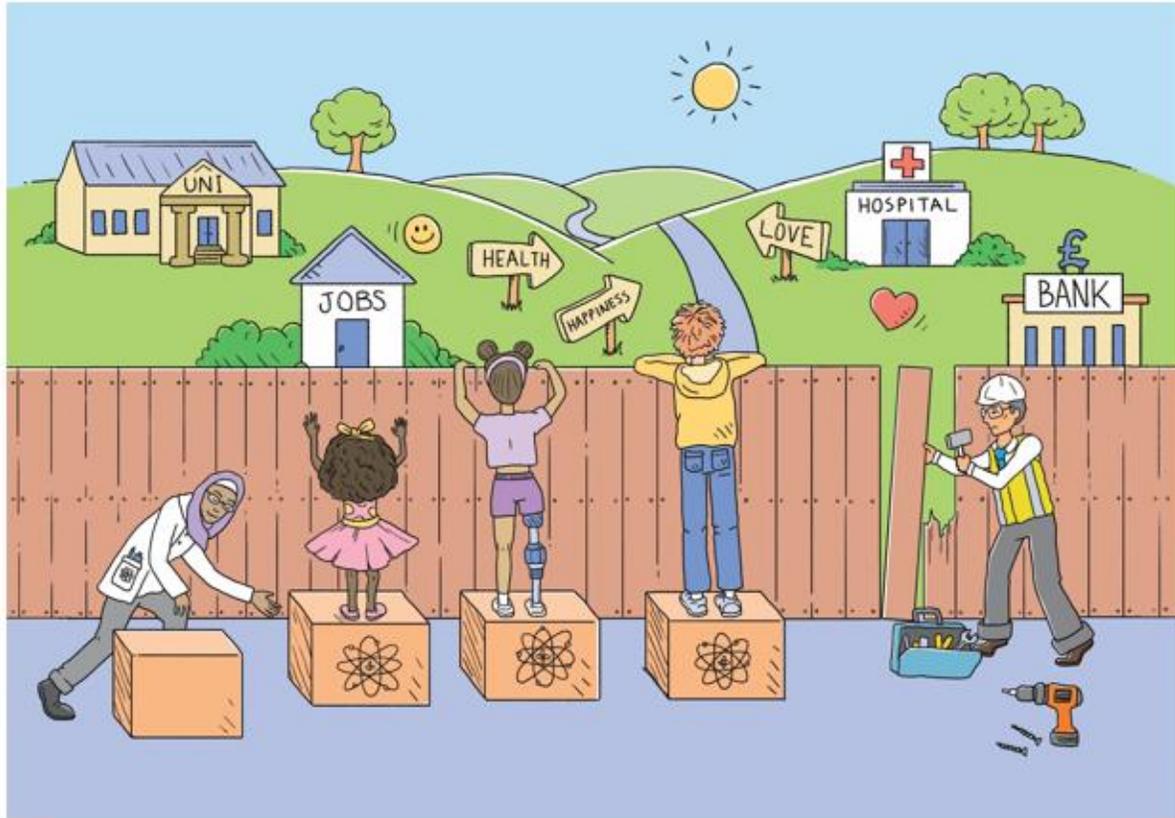
EQUALITY: "I treat everyone the same."

EQUITY: "I give more to those who need more/are more disadvantaged."

Slide courtesy of Professor Louise Archer, UCL

SOCIAL JUSTICE: "I try to change the things in my practice (and wider life) that create and maintain inequalities."

Slide courtesy of Professor Louise Archer, UCL

The Progression Framework 2.0

- Initially developed in late 2016
- Collaboration between the Royal Academy of Engineering and the Science Council.
- Updated in 2020 as Progression Framework 2.0.
- Sets out four levels of good practice in 10 areas
- Provides a framework for the data collection on diversity and inclusion (D&I).

DIVERSITY AND INCLUSION PROGRESSION FRAMEWORK: YOUR LEVEL SUMMARY

@Science_Council

Some take aways from the Select Committee report and how we might address these

Issue	Science Council role?
The sector should take a systemic approach to the challenge	Science Council has a convening role and is open to supporting the Government and the sector in sharing knowledge and best practice highlighted in the report.
Data collection remains a big challenge for everyone.	How can the Progression Framework support Professional bodies to systematically approach data collection.
The Government, UKRI, other research funders, industry and the education sector have led and participated in many worthy inquiries, reports and initiatives. Yet progress has been limited at best.	We need long term plans that transcend party politics and use data/research base to inform approaches.

@Science_Council