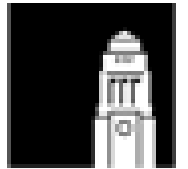


Investigating diversity in palaeontology

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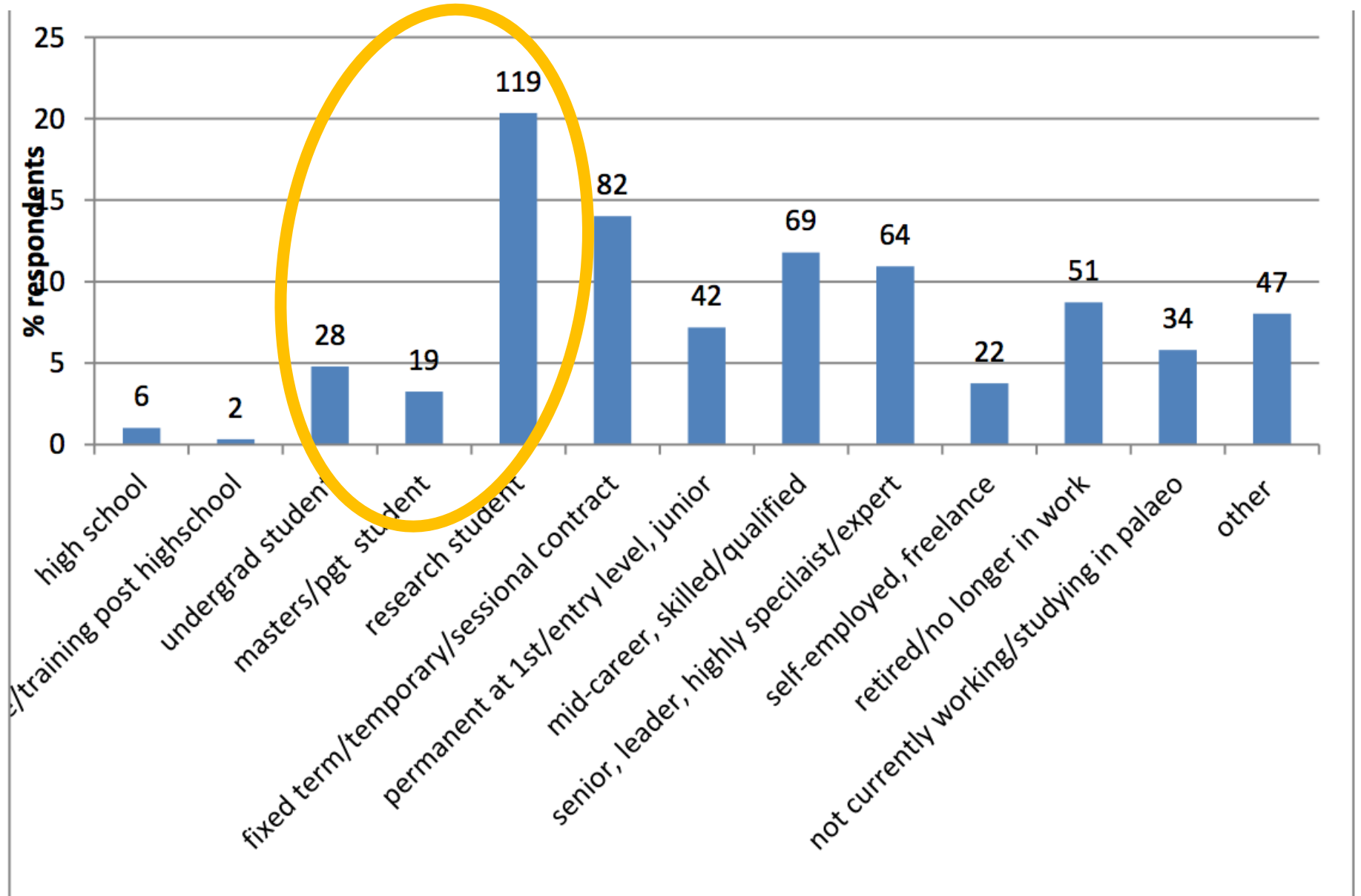
UNIVERSITY OF LEEDS

Palaeontological Association

Diversity Study 2018

- Conducted by Parigen Ltd. on behalf of Palaeontological Association, guided by Council Diversity Working Group
- Protected and non-protected characteristics
- Online survey, focus groups at Annual Meeting 2017, formal and informal interviews with current and former palaeontologists
- 585 survey responses received, 28% (166) from HE students

Career stage



Benchmarking

- British Ecological Society
- US Census Bureau
- Equality Challenge Unit
- HESA
- World Health Organisation
- HEFCE
- European Union
- UNESCO
- Office of National Statistics
- The Russell Group

Protected characteristics

Race/ethnicity

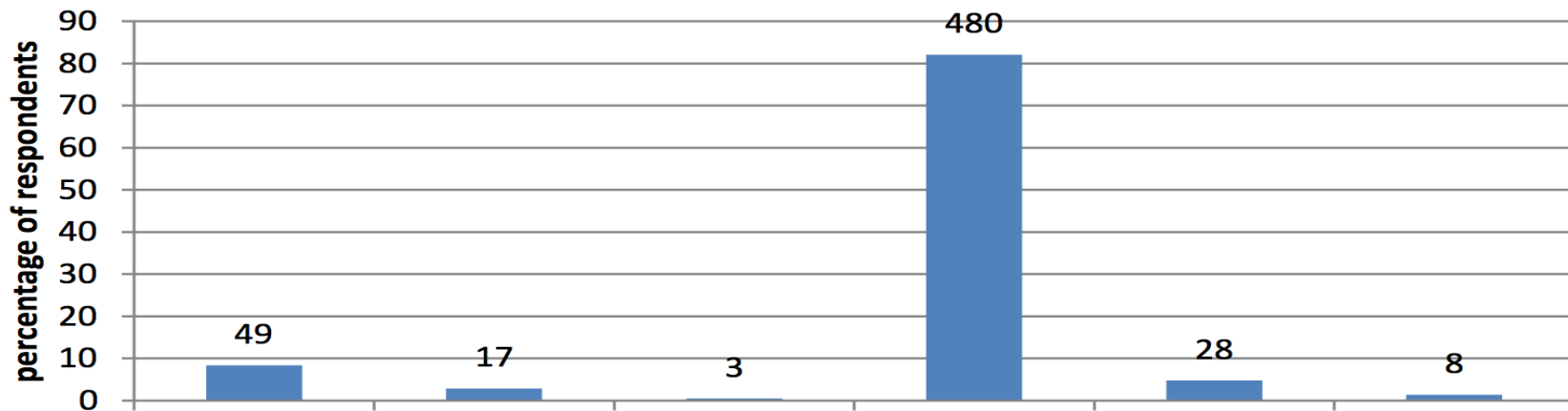
	White	Asian	Latinx	Black/African/ Caribbean	Mixed or multiple	Prefer not to say	other
Palaeontologists	86%	3%	4%	<1%	4%	2%	1%
Ecologists	73%	8%	5%	6%	4%	4%	1%

Disability

Disability/health condition	Yes	No	Prefer not to say
Palaeontologists	13%	85%	2%
Ecologists	4%	93%	3%

Protected characteristics

Sexual orientation



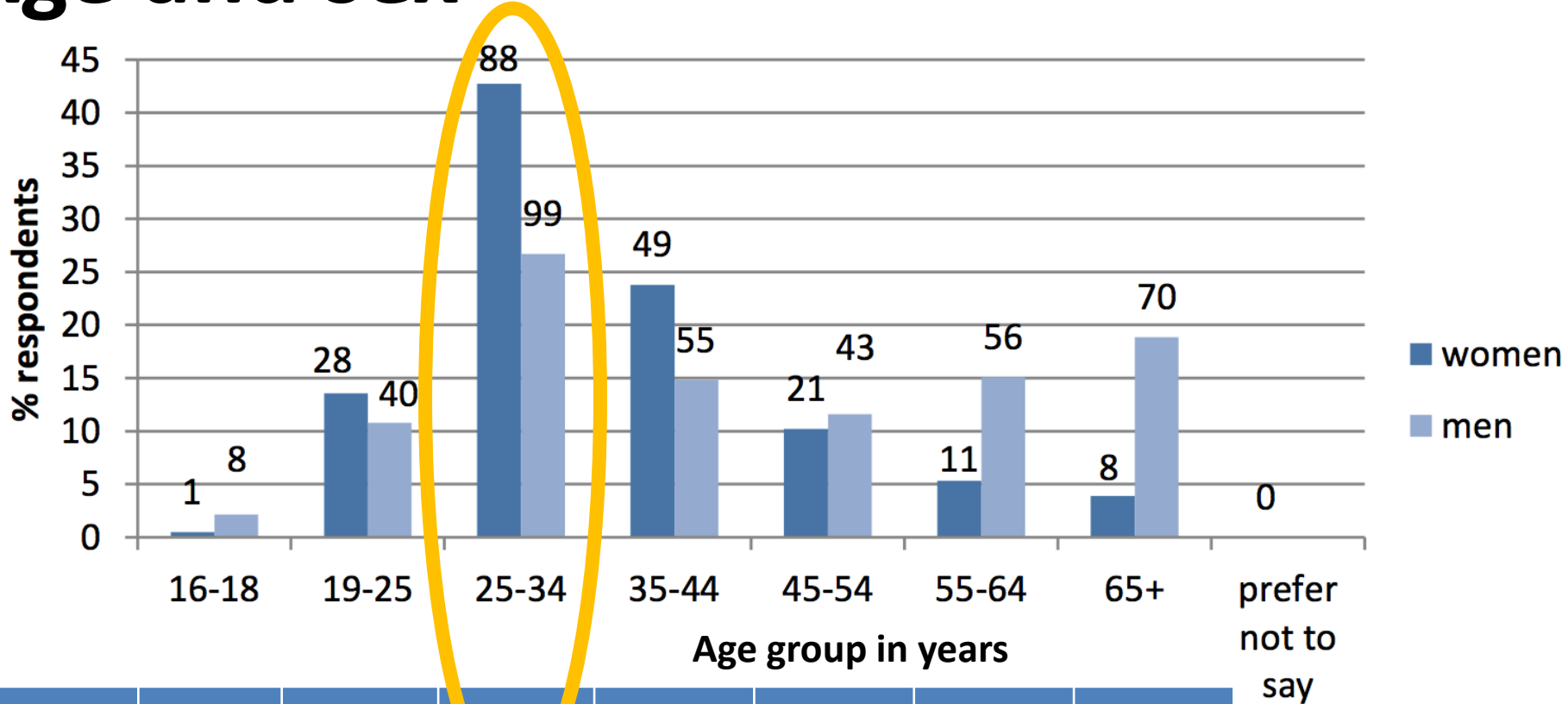
Orientation	Bisexual	Gay man	Gay woman / lesbian	Heterosexual	Prefer not to say	Other
Palaeontologists	8%	3%	1%	82%	5%	1%
Ecologists	5%	2%	1%	81%	10%	1%

Gender identity

8 respondents reported a gender identity different from that assigned at birth

Protected characteristics

Age and sex



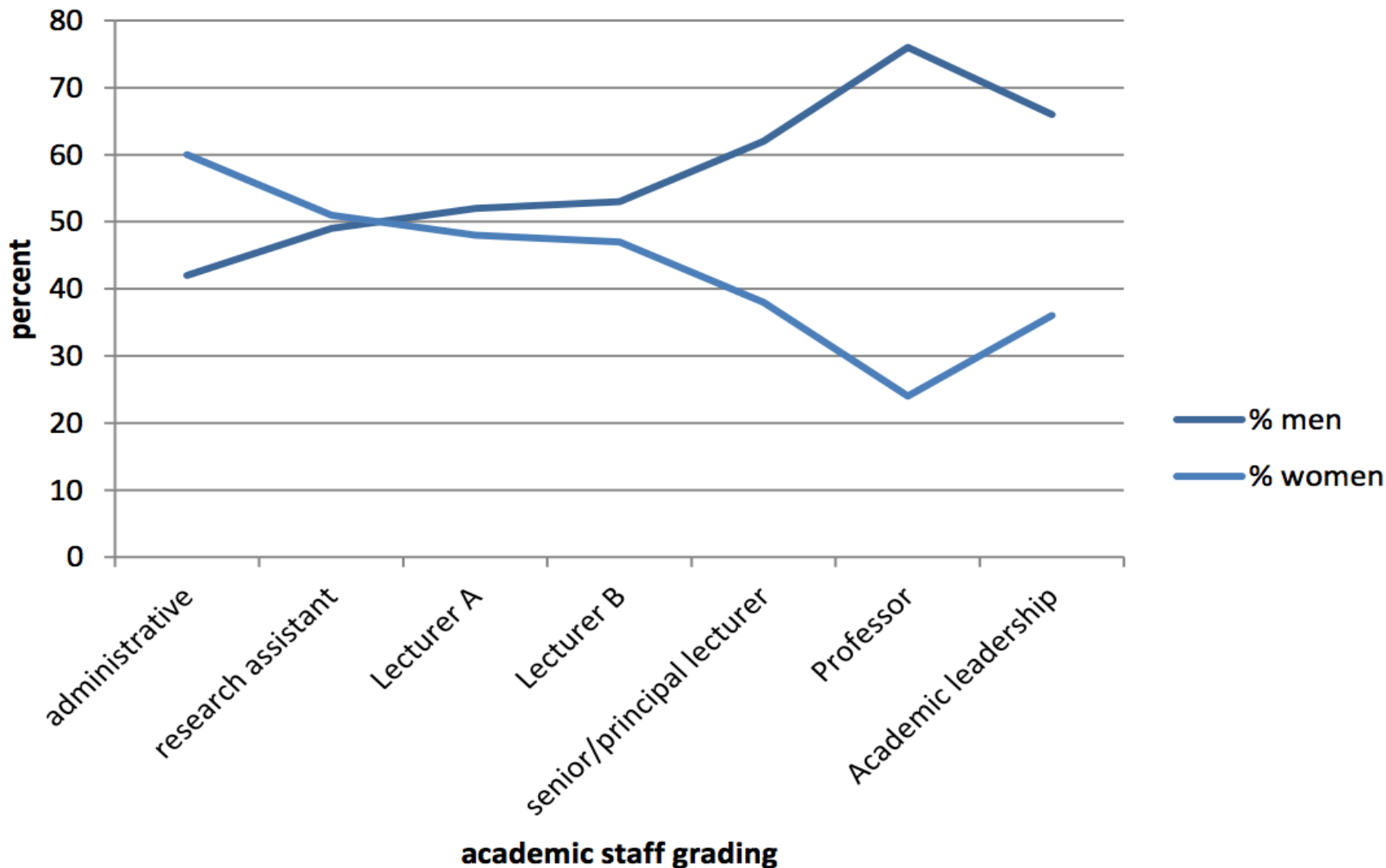
Total	9	69	187	104	64	67	78
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Women	Men	Other	Prefer not to say
206	371	5	3

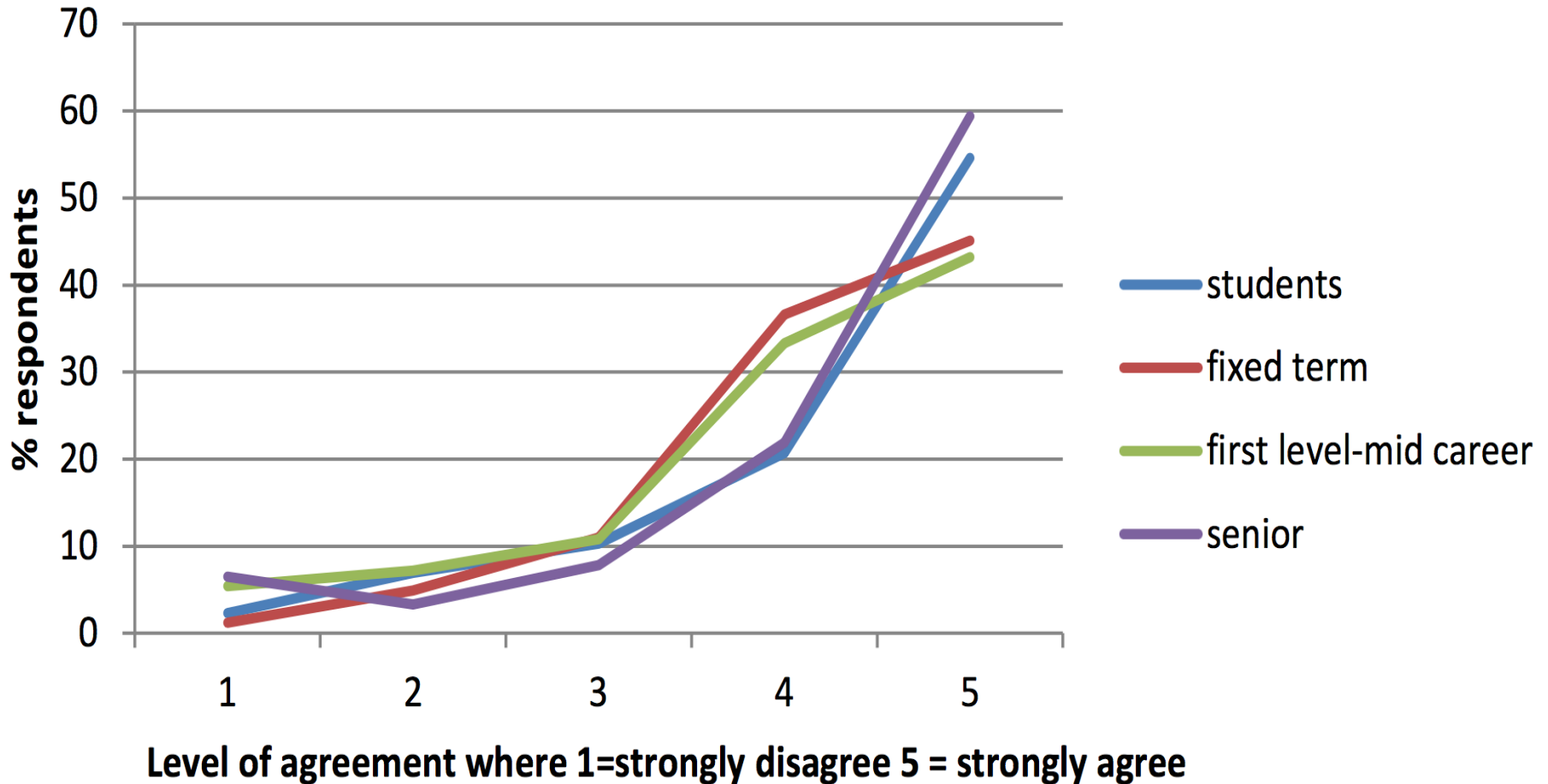
Career stage

	Men number	Men as percentage of male sample	Women number	Women as percentage of female sample
High school	6	1.62	0	0
Apprentice/post high school technical training	2	0.54	0	0
Undergraduate student	13	3.50	15	7.28
Masters student	5	1.35	13	6.31
PhD/research student	63	16.98	55	26.70
Total	81	22	83	40

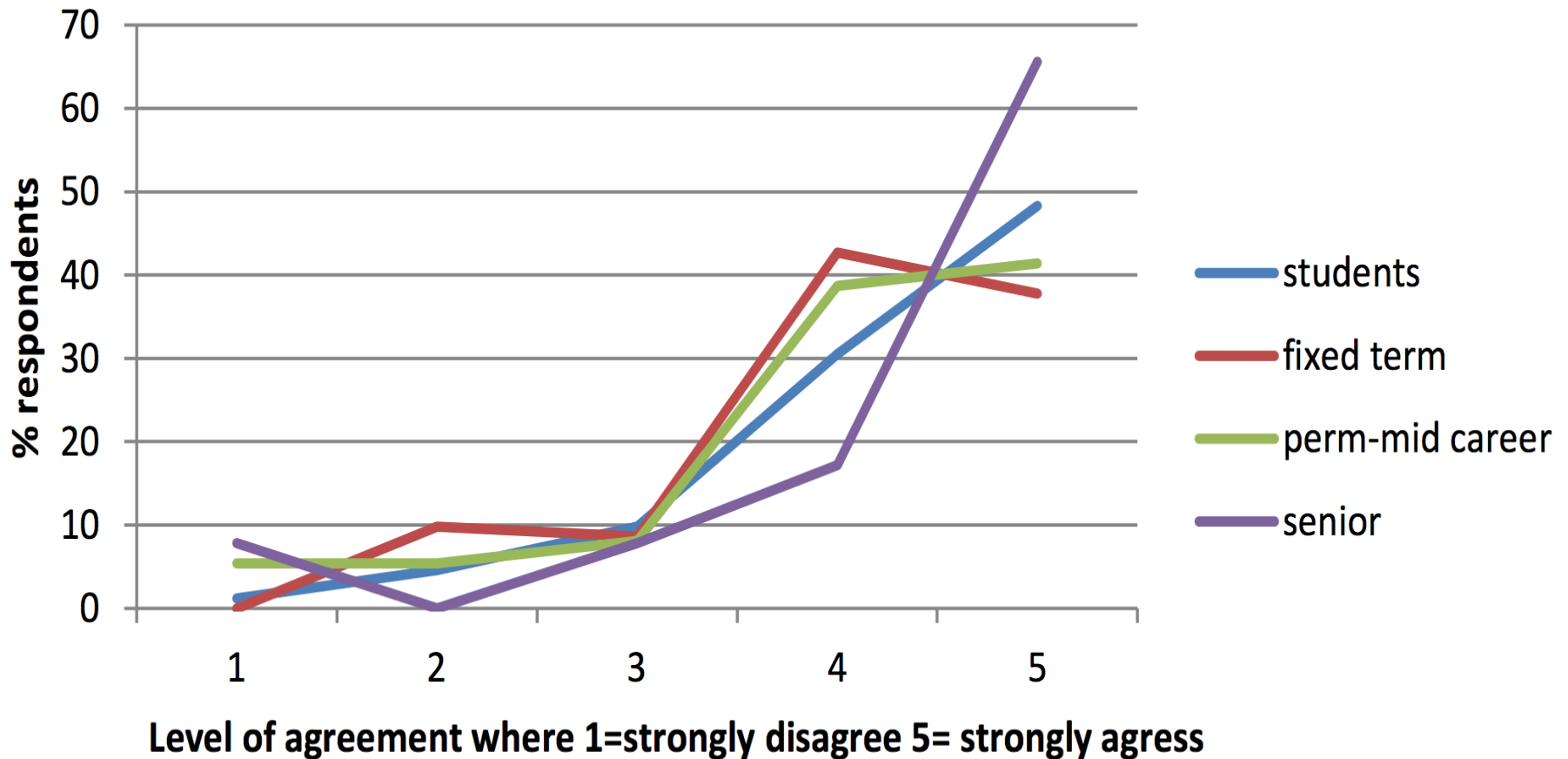
Academic staff in UK Higher Education Institutes 2015-2016



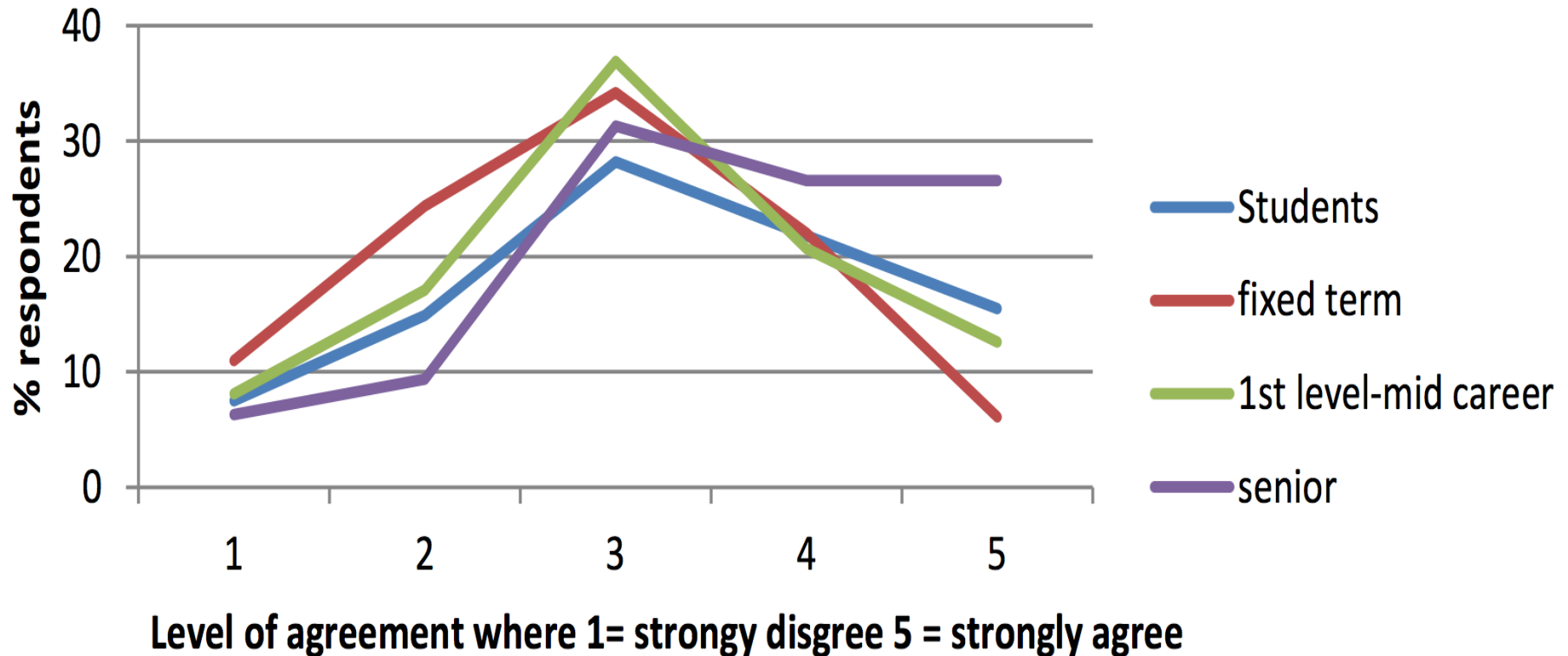
I am treated with fairness and respect in my place of work/study



My place of work/study is inclusive of all kinds of people regardless of characteristics such as disability, ethnicity, gender, age, etc.



Generally speaking, palaeontologists have equal access to career advancement and benefits irrespective of characteristics like disability, ethnicity, age, gender etc.



Actions

- New Council post of Diversity Officer
- Continual diversity monitoring
- Target outreach activities to under-represented groups
- Careers talks at Progressive Palaeontology
- Diverse session chairs at meetings
- Association mentoring scheme
- Working group to look at the nomination and voting processes for the Association prizes and awards

Questions and suggestions?

Fig 7: How many times have you taken maternity/other parental leave of 3 months or more? (n=56)

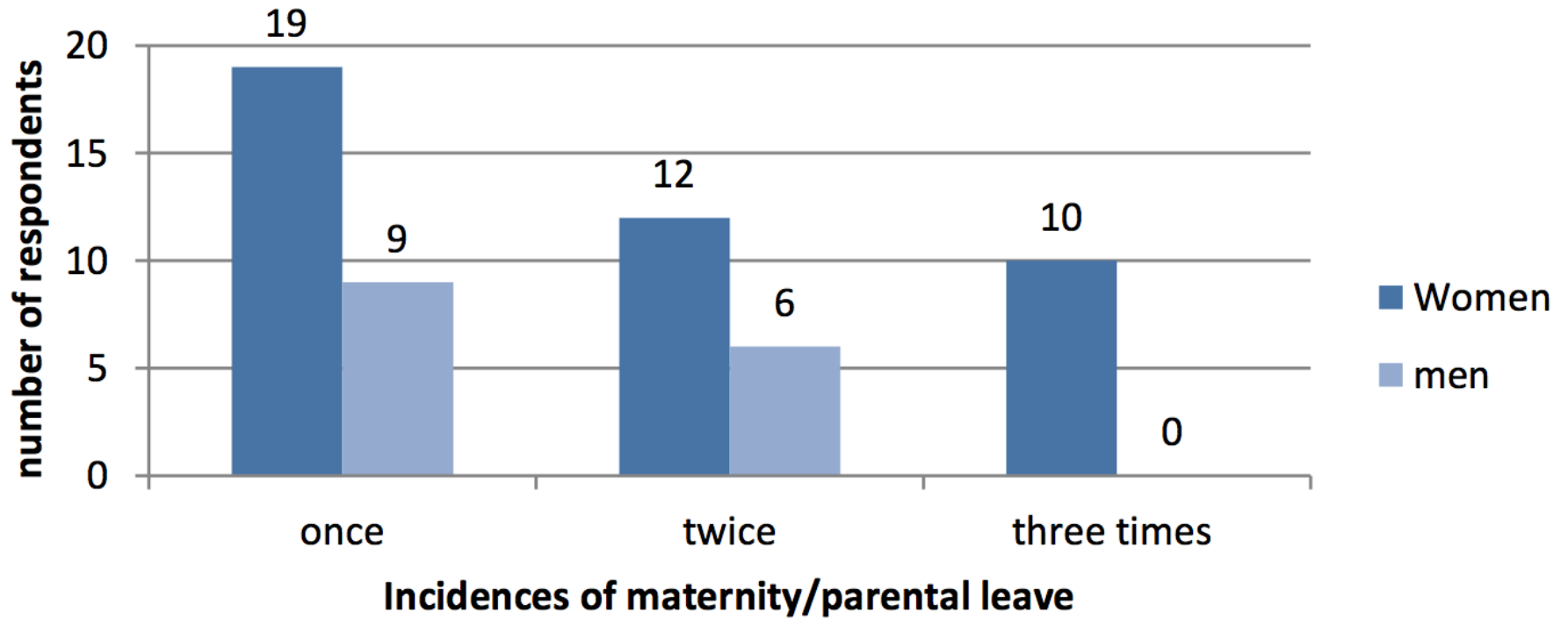
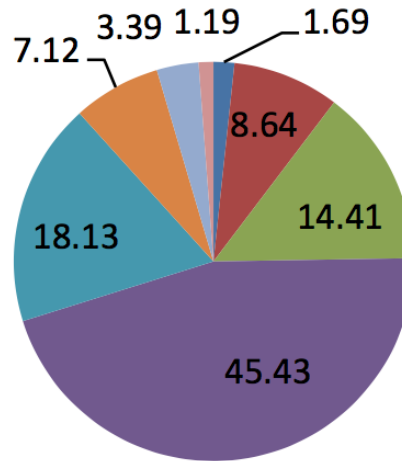


Fig 15: Employment status of highest earning parent/carer (%)



- longterm unemployed/homemaker/unable to work
- unskilled/semi skilled worker
- skilled manual/office worker
- qualified/skilled specialist/small business owner/1st level academic (L-SL), line manager, team leader, teacher, curator, police officer, associate prof
- senior manager/academic e.g. prof, medium-sized business owner, trained professional, senior curator, head teacher
- organisational director, senior leader/partner/professional
- prefer not to say
- other

Fig 16: Did your parents or guardians complete a university degree course and/or other high level professional training? (%)

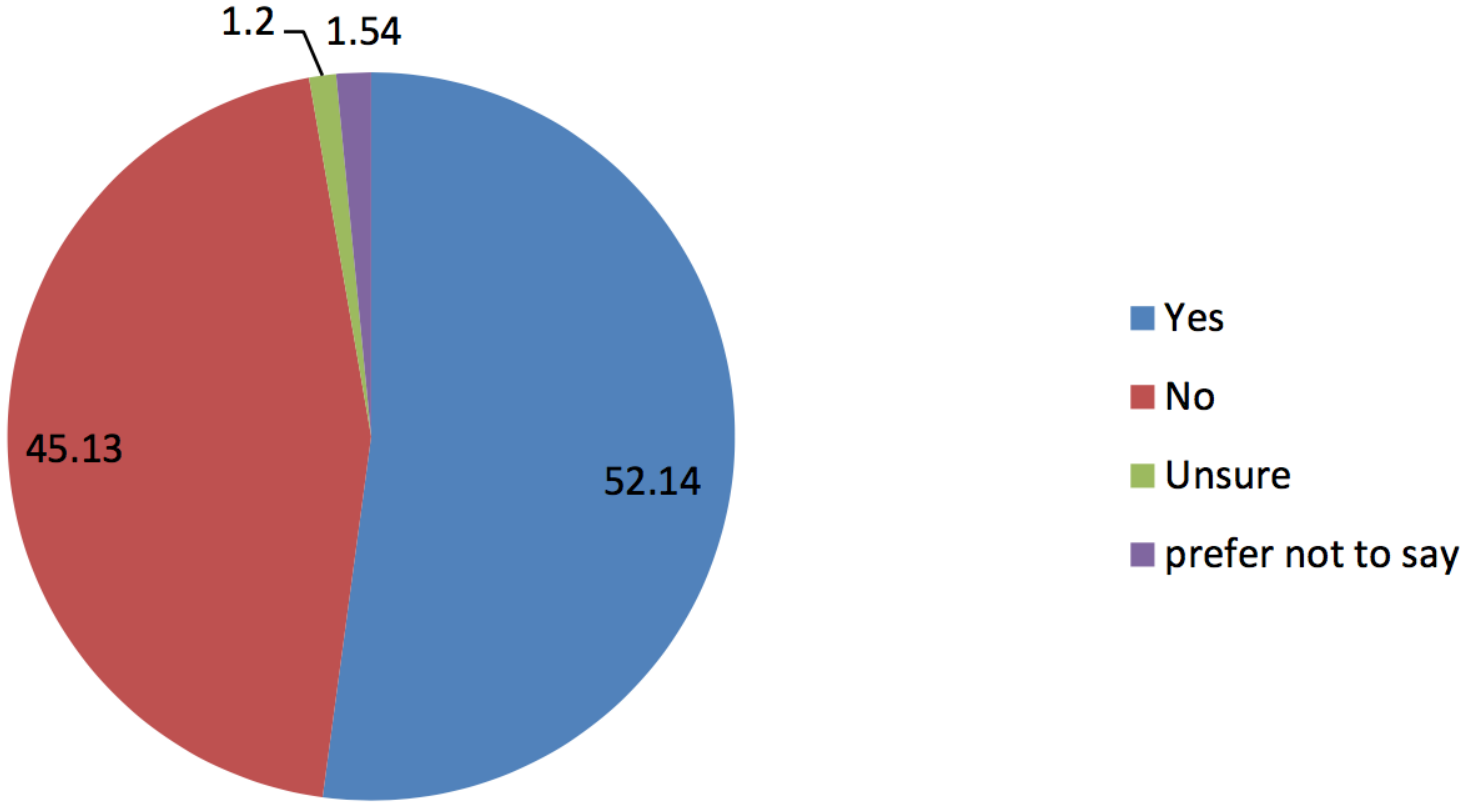


Fig 17: Was your secondary/high school education state-funded or fee paying? (%)

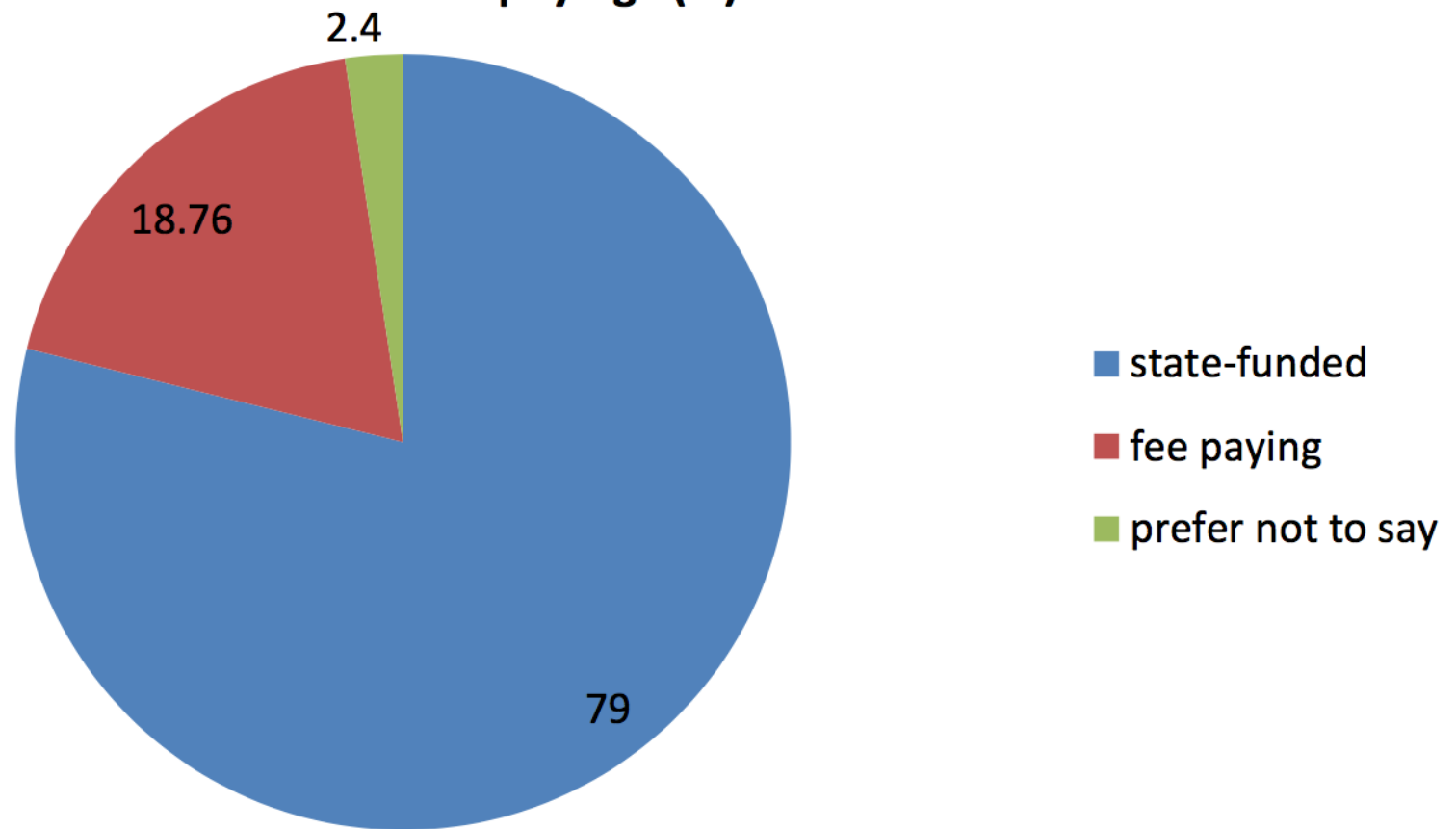


Fig 18: Where did you spend most of your school age years? Indices of multiple deprivation in England, Scotland and Wales by decile: 1= the most deprived (number) n= 84

