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2022

Equality, Diversity, and Inclusion Guide



Information based on 2022 Global Science
Employment Report, surveying 4,300+ respondents
across the UK, US and EU

In association with

NewScientist Jobs

RESPONDENTS

This is the third in a three-part series, delving into equality, diversity, and inclusion (ED&I), following SRG's annual 2022 Global Science Employment Report, produced in association with New Scientist Jobs.

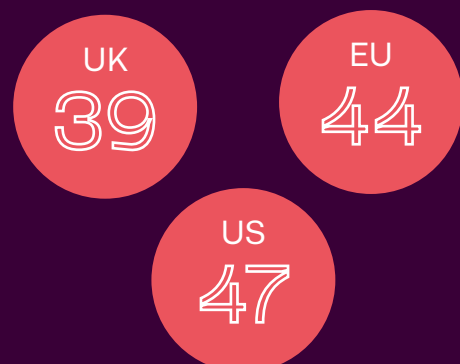
We surveyed participants to discover how the scientific and clinical industry had changed and developed across 2021, recording the highest level of participation in our survey's history, reaching more than 4,300 people currently working in STEM.

Almost 70 per cent of respondents were from the UK, 14 per cent were from the rest of Europe, and the remaining 17 per cent from the US.



AGE

Average age of respondents



GENDER

UK gender split was an equal 49% split of women and men, 2% preferred not to say



EU gender split was 36% split of women to 61% men, 3% preferred not to say

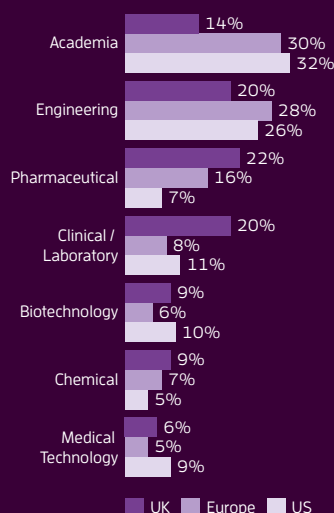


US gender split was 40% split of women to 56% men, 4% preferred not to say



SECTOR

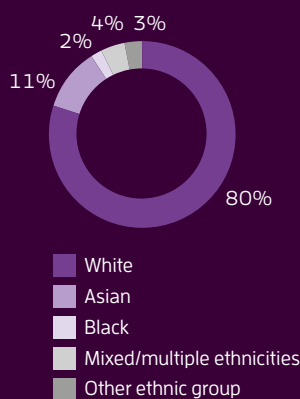
Respondents working in STEM by sector



Based on the survey of UK, Europe, and US respondents

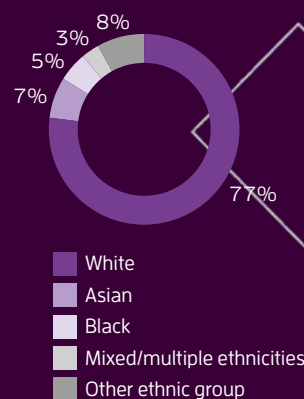
ETHNIC GROUP

ETHNIC GROUP (UK)



Based on the survey of UK respondents

ETHNIC GROUP (US)



Based on the survey of US respondents

EQUALITY, DIVERSITY, AND INCLUSION

We know that a workplace that encourages equality, diversity, and inclusion can provide many benefits. It keeps employees motivated, prevents serious legal issues arising, such as bullying, harassment and discrimination, can better serve a diverse range of customers, improves ideas and problem-solving, and can attract and keep good staff. Our survey looked to identify whether respondents agreed with the following statement: "STEM is becoming an increasingly diverse and inclusive industry in which to work."



Eighty-eight per cent of UK respondents agreed either strongly or slightly that STEM was becoming a better industry to work in based on these aspects, with 35 per cent of men and 30 per cent of women agreeing strongly. This was mirrored in the rest of Europe and the US, with a respective 87 per cent and 88 per cent of respondents also in agreement.

When we analyse this by ethnicity, Asian respondents in the UK felt most firmly that STEM is becoming more inclusive and diverse, with 44 per cent agreeing strongly with the statement. Thirty per cent of white respondents and 28 per cent of Black respondents were also in strong agreement.

This provides some reassurance that the industry is likely to be genuinely improving in increasing ED&I, considering that those who felt most positively in our survey are some of the groups most likely to be affected by ED&I efforts in the workplace.

However, when we dug a bit deeper, it became clear there were still serious concerns around discrimination and harassment, which we highlight next.

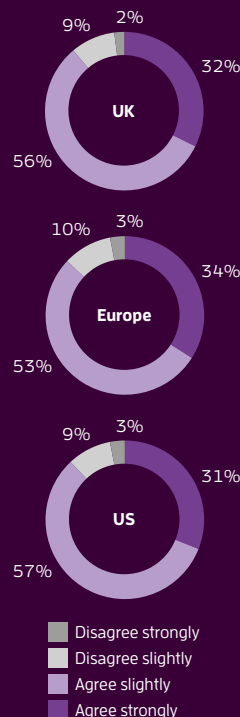
DISCRIMINATION AND HARASSMENT

It goes without saying that feeling safe and secure are important factors – necessities, even – when it comes to work. That being said, unfair behaviour and mistreatment still occur in many workplaces. Without adequate advice and support, employees may be less productive in their jobs or more inclined to leave, with possible damage to their health and well-being.

We asked our respondents if they had faced any discrimination in their work, and if so whether it was in a past or current role and whether they would provide further comment. Our survey revealed that the majority of our respondents didn't feel they had been discriminated against, harassed or bullied in their jobs. For those that did – making up 28 per cent of the cohort in the UK, 27 per cent in Europe and 36 per cent in the US – it seemed that not all experiences were wholly negative.

For example, one respondent from the US commented: "As a gay man, discrimination was pervasive until recently. [The] past few years have been much better." There is still cause for concern, however. Breaking it down by gender, more women reported having negative experiences than men, as our survey last year also found. In the UK, it was 32 per cent of women compared with 23 per cent of men, while in Europe it was 32 per cent of women versus 21 per cent of men and in the US it was 44 per cent versus 28 per cent respectively.

Agreement with: 'STEM is becoming an increasingly diverse and inclusive industry in which to work?'



Based on the survey of UK, Europe, and US respondents

EQUALITY, DIVERSITY, AND INCLUSION

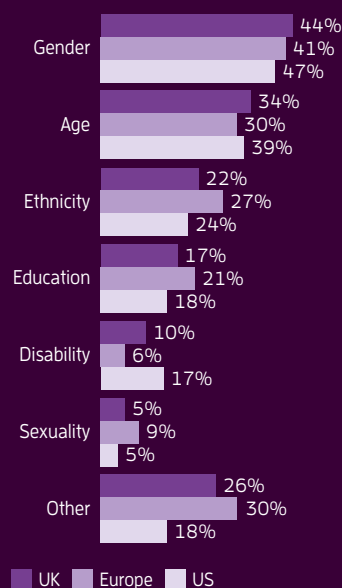
DISCRIMINATION AND HARASSMENT...

Compared with last year, there were also more respondents in the UK who felt they had been harassed or discriminated against – an increase of 4 per cent for men and 7 per cent for women. In terms of the grounds on which respondents felt they had been treated unfairly, gender was the biggest factor, making up 44 per cent of the responses, followed by age at 34 per cent, ethnicity at 22 per cent, education at 17 per cent, disability at 10 per cent and sexuality at 5 per cent.

More than a quarter had been harassed or discriminated against based on a reason other than the ones listed in the survey, which included factors such as religion, pregnancy, and physical appearance. The same trend was observed for Europe and the US, with gender, age and ethnicity emerging as the most common categories (although in Europe there were more respondents who cited a different, unlisted reason than those who cited ethnicity).

To understand whether such instances of discrimination and harassment were being addressed by employers, we also asked our respondents to what extent they agreed with the following statement: "My workplace has enough measures in place currently to tackle harassment, bullying and discrimination." There was a broad agreement with this statement from our respondents, with 80 per cent in the UK, 73 per cent in Europe and 82 per cent in the US believing that their workplace was doing enough to tackle these issues. Men echoed this sentiment more than women, with 42 per cent in agreement compared with 36 per cent of women.

Experience of discrimination and / or harassment



■ UK ■ Europe ■ US

Based on the survey of UK, Europe, and US respondents

CONCERNS AND PROGRESS

Although there are some positives around general feeling around ED&I in the workplace, the comments of our respondents make clear, there is still a considerable way to go. Their experiences support evidence of institutional bias against women and those of a minority ethnicity. Across the board, minority ethnic groups are still under-represented in STEM. In the UK, for instance, more Black people are leaving the industry, in part due to lower rates of career progression compared with other ethnic groups, according to reports published in 2021 by the Royal Society, the UK's national science academy. In the US, Black and Hispanic people are also under-represented among both STEM graduates and the STEM workforce.

While women are over-represented in lower-paying jobs in sectors like healthcare, their roles in others, such as engineering and computing, are disproportionately low – a well-documented gap in STEM that exists due to more limited opportunities for women in education and employment, as well as societal or cultural beliefs and other factors.

EQUALITY, DIVERSITY, AND INCLUSION

CONCERNS AND PROGRESS...

It is also telling that, when given the option, some respondents didn't feel comfortable to describe their experiences. As some explained, this may be because they didn't want to relive any incidents or had already moved past them, but for others their reluctance to share could be tied to the belief that they wouldn't be listened to or have their problems properly dealt with. Indeed, 39 per cent of respondents in our survey who said they had been discriminated against, harassed or bullied also disagreed with the statement that their organisation had sufficient measures in place to tackle these issues. In comparison, 13 per cent disagreed with the statement but hadn't been faced with discrimination.

Taken together, our survey highlights that despite positive responses in general, issues in the STEM workplace are persisting for marginalised groups who are likely to be the minority in their team or organisation. Areas to focus on include ensuring structured policies are in place to tackle discrimination on the ground and prevent it from happening in the first place, as well as training, workshops or group sessions to foster a greater awareness and understanding of discrimination and inclusion and their effects in the workplace. Increasing transparency around wages, benefits and other work equities should also be prioritised. Such measures will contribute to helping those who are currently marginalised in STEM get equal opportunities and fair treatment in all stages of their education or career.

After recent events, some companies have put additional policies in place to help tackle systemic racism, with businesses taking actions such as donating to social justice causes and using their platforms to promote ethnic diversity. For instance, after publishing its first inclusion report in 2021, Netflix has reported that more than half of its global workforce is made up of women, while half of its US workforce consists of employees from a historically excluded ethnic background (compared with 46.8 per cent in 2020). The company's strategy involves increasing representation in the long term, improving its culture of inclusion and belonging, and globally expanding its inclusion strategy team.

Diversity and inclusion programmes have involved creating more opportunities for students to improve their career prospects. For example, other focuses include increasing the number of Black people in senior positions; investing in grants, training, and mentoring, and providing advice and guidance to facilitate dialogue in teams.

We know that respondents' overall satisfaction with their roles can be tied to their feelings about their organisation's stance on diversity and inclusion, as well as its measures for tackling discrimination. In addition, there is a general upwards trend of workers, especially in younger age groups, placing increasing importance on diversity and inclusion in the workplace. Addressing discrimination is therefore not just a standalone priority for improving STEM workplace culture – our findings hint that doing so may also help with employee attraction and retention. This could be especially important for younger people when considering the value they place in company equity and benefits, and the fact that drawing them to STEM is critical for resolving the industry's skills shortage (which you can read about in our full 2022 Global Science Employment Survey).

INTERESTED IN LEARNING MORE?

Setting out the employment landscape of the scientific industry helps to identify its standout areas (both positive and negative) and inform strategies and goals for future development. We see our report as an opportunity to lead thought and connect scientific organisations for building a global future of work within science.

Read the full 2022 Global Science Employment Report and discover:

- Respondents thoughts on the skills gap
- Differences in salary across gender and sector
- Changes to candidate attraction and retention

DOWNLOAD
FULL REPORT