

Palaeontological Association Diversity Study 2018

Conducted by Parigen Limited on behalf of Council
Diversity Group led by Dr Fiona Gill (University of Leeds)



Responses

- 18 telephone interviews with palaeontologists and former palaeontologists at a wide range of career levels
- three focus groups which were conducted at the 2017 Annual Meeting
- informal discussions with delegates at the 2017 Annual Meeting during lunchtimes and coffee breaks

585 full responses to the survey were received, 463 (79.15%) of these were from PalAss members, giving a membership response rate of 40.90%. 122 respondents were not members of PalAss, although 28 of these had been PalAss members in the past.

204 responses were given to the open question in the survey, 113 from men, 87 from women and 4 from people of other gender identities.

Most responses from:

UK (289, 50.1%)

USA (109, 19.0%)

Germany (30, 5.24%)

France (18, 3.1%)

Australia (14, 2.4%)

Canada (11, 1.9%)

Ireland (11, 1.9%)

Fig 1: If employed in palaeontology or a related discipline do you work in ...? (%)

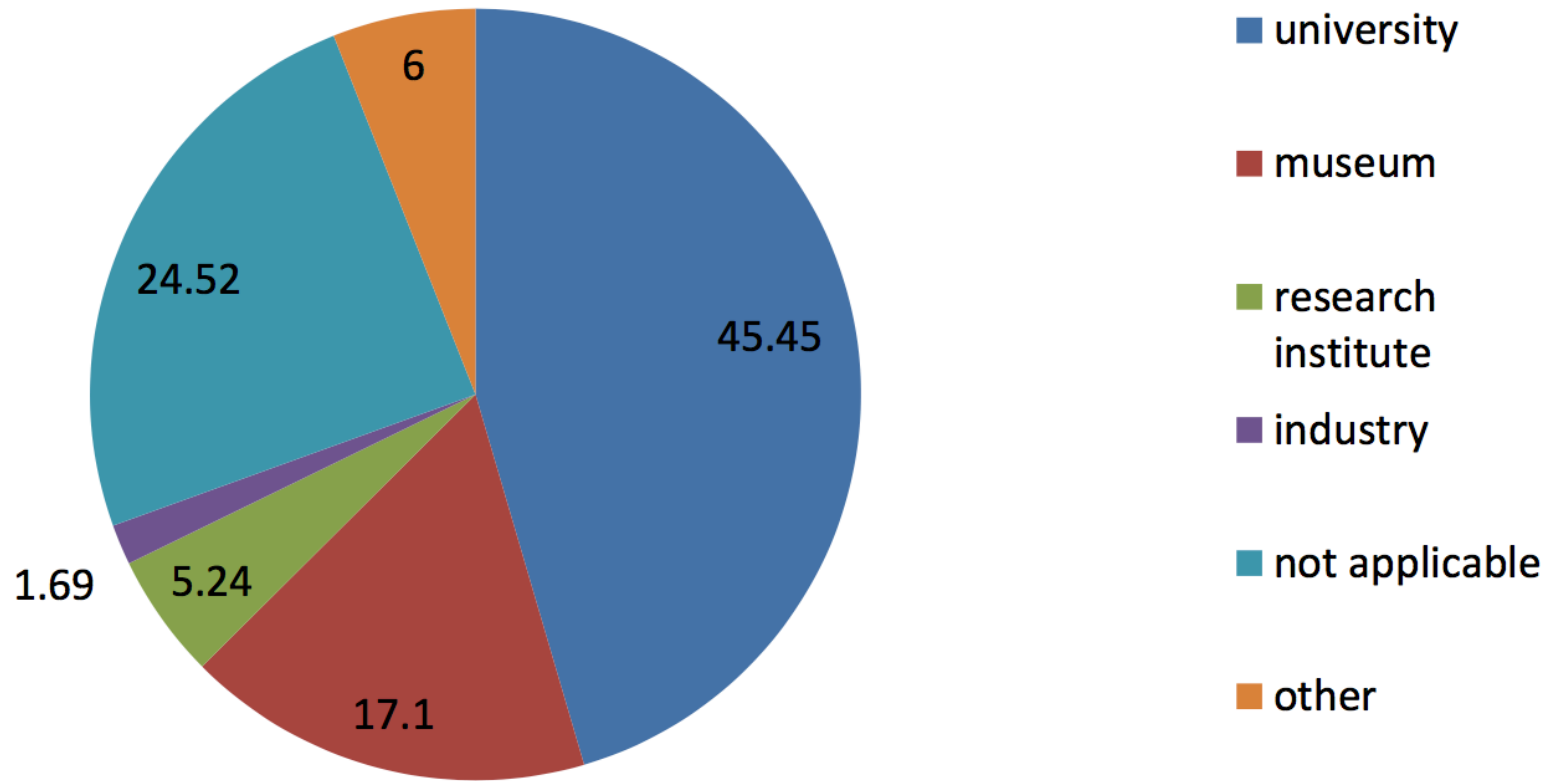
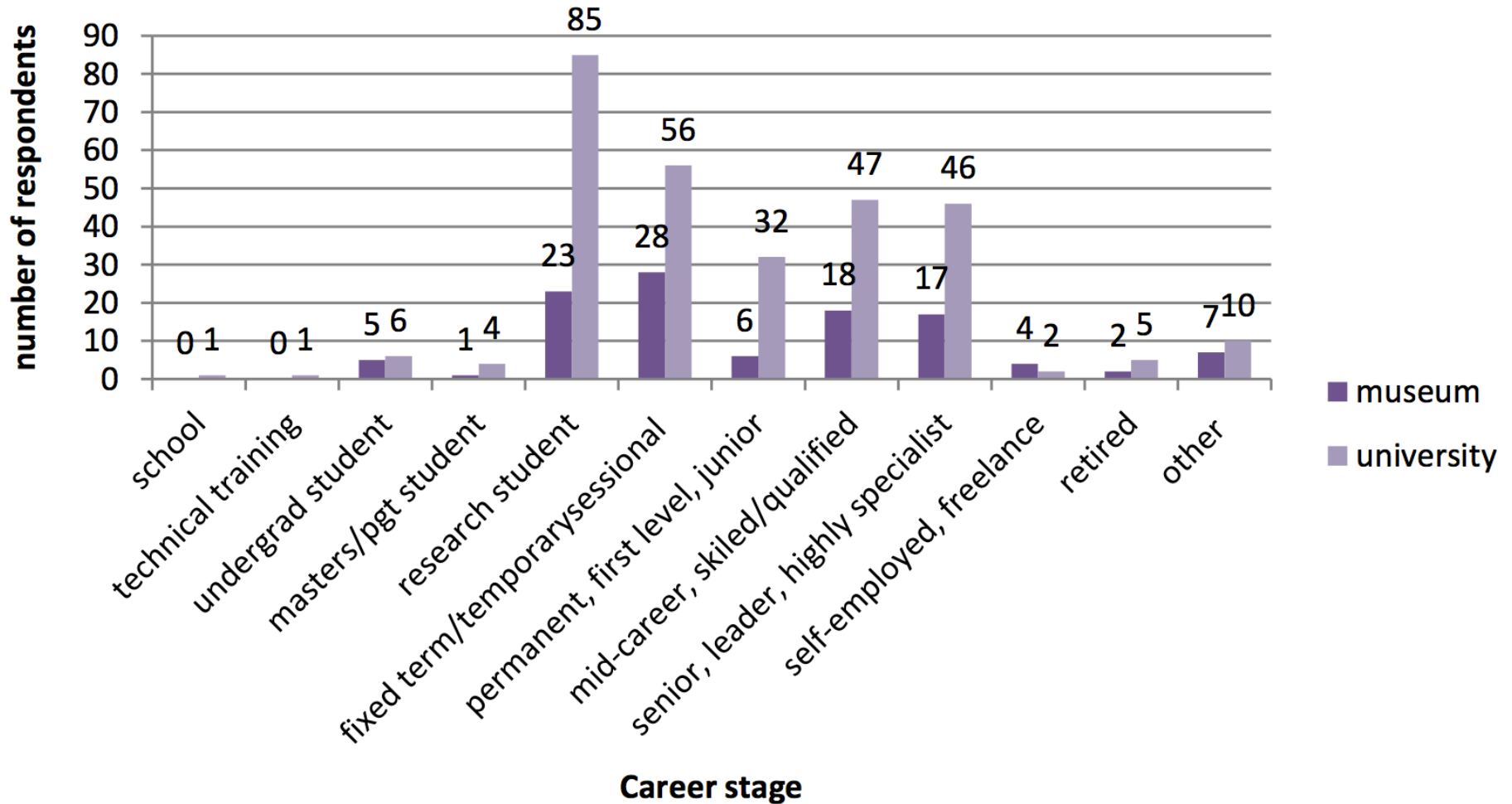


Fig 2: Career stages of university-based respondents (n=295) and museum-based respondents (n=111)



Demography of the Palaeontological Association

Fig 3: Age distribution of respondents by gender % (with n data labels)

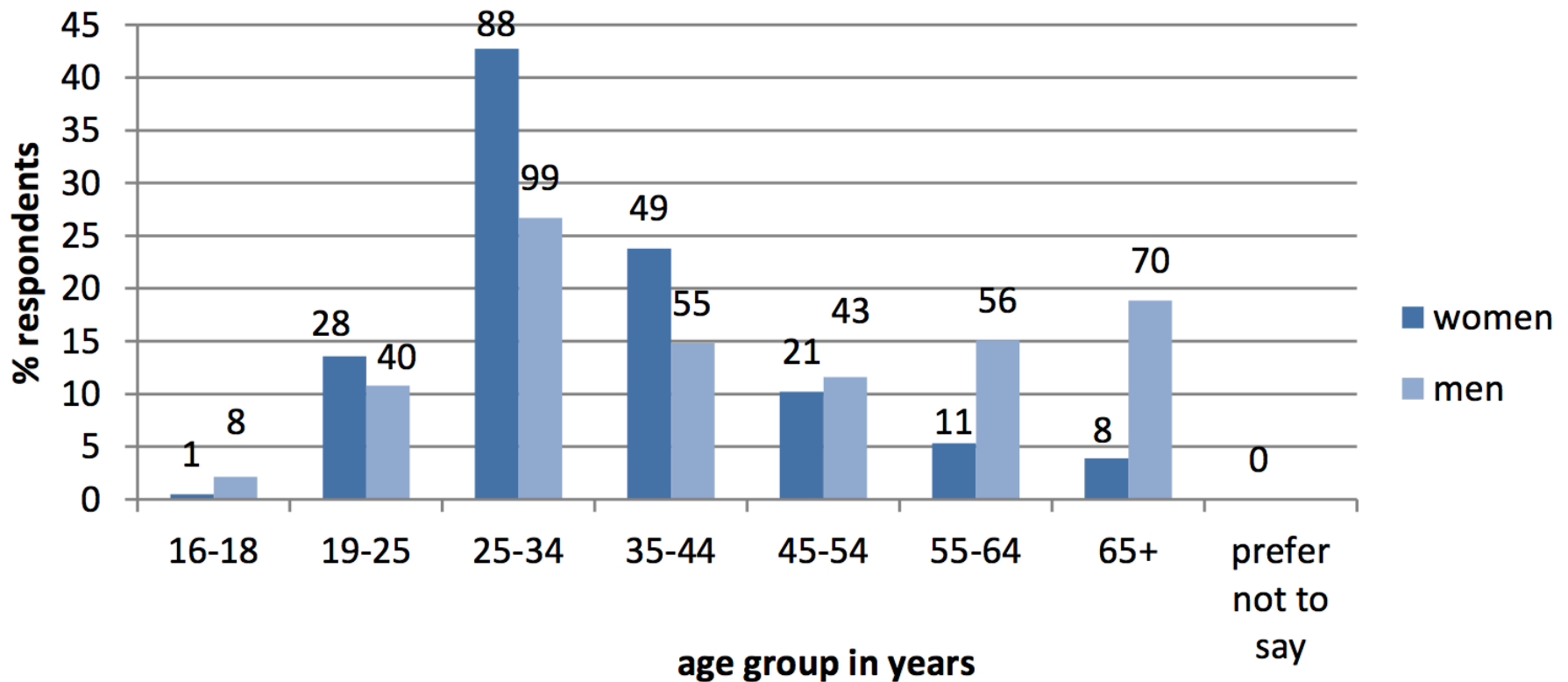


Table 3: Comparing proportions of disabled members of BES with those in the PalAss survey declaring a disability.

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

Figure 4: Proportions of minority ethnic respondents by career stage, %

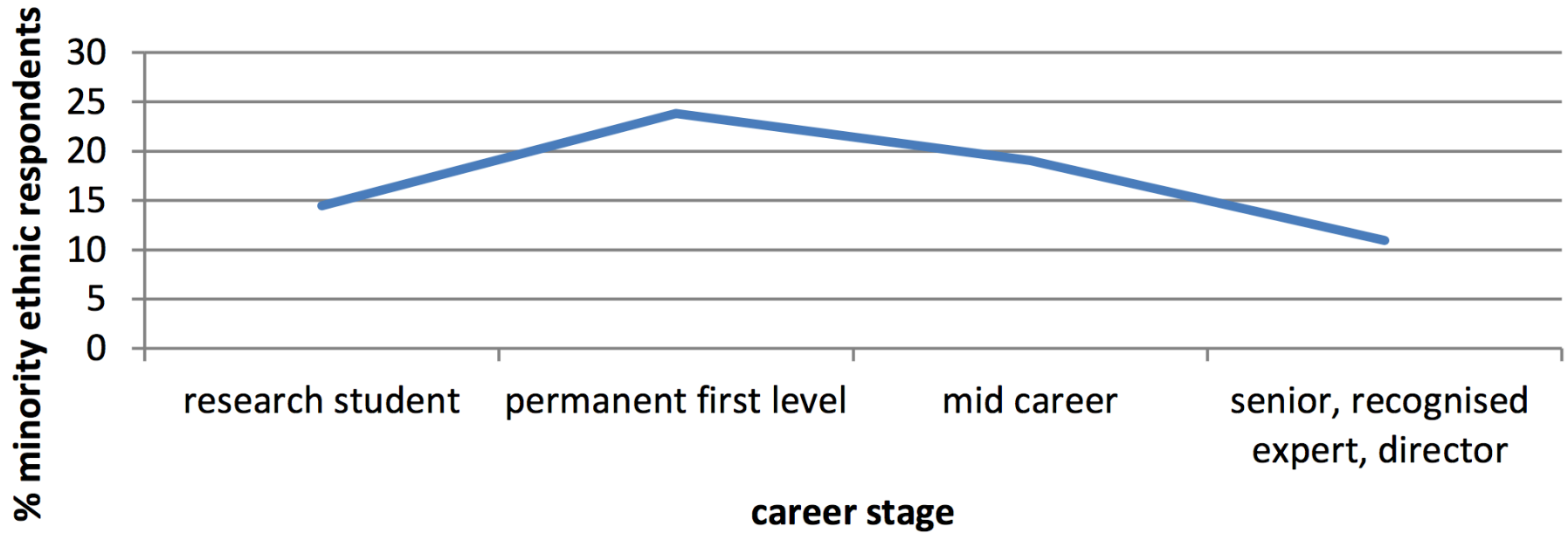
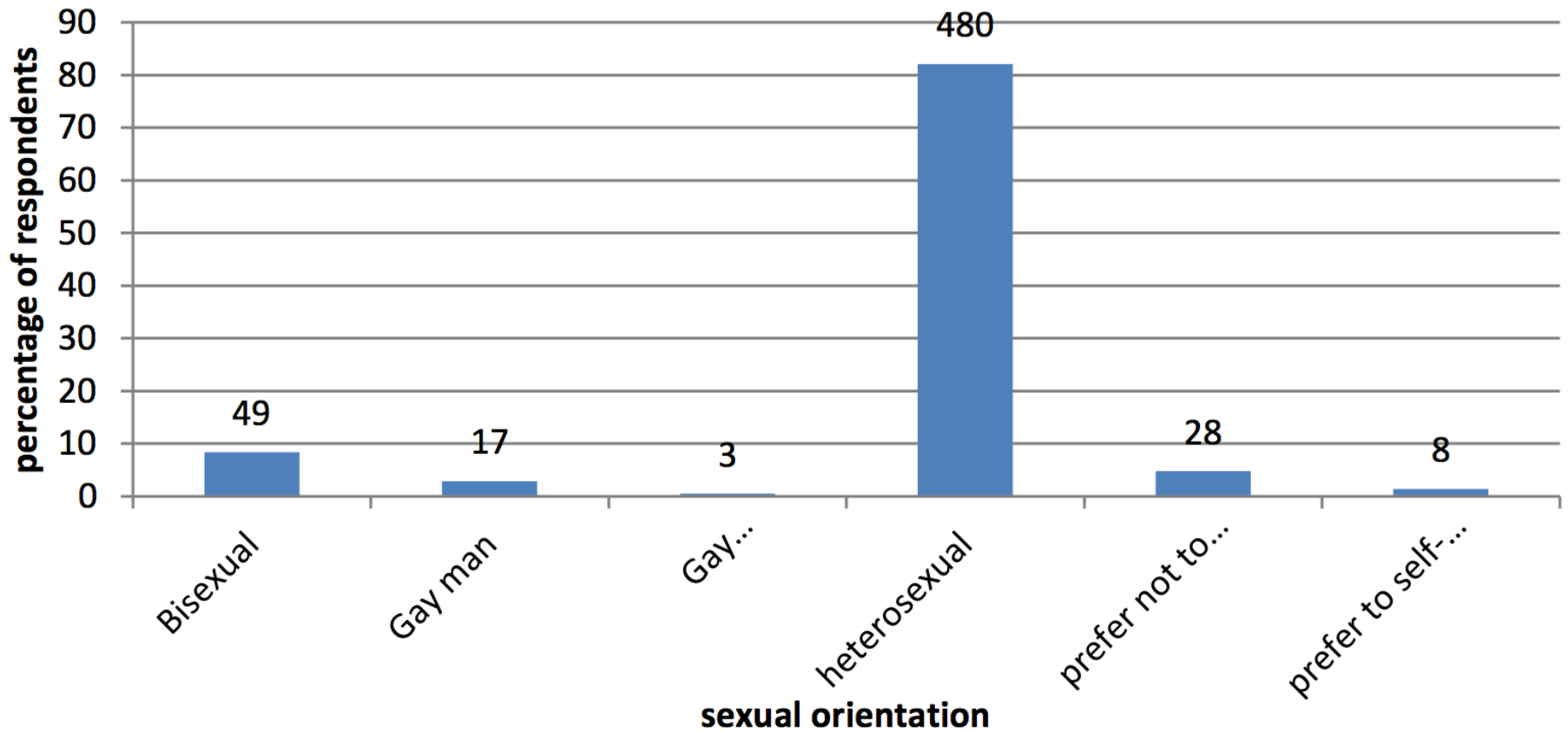


Table 4: Comparing the ethnic groups of BES members in 2017 with PalAss survey respondents

	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%

Fig 5: Sexual Orientation: are you? (% with n data labels)



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%

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

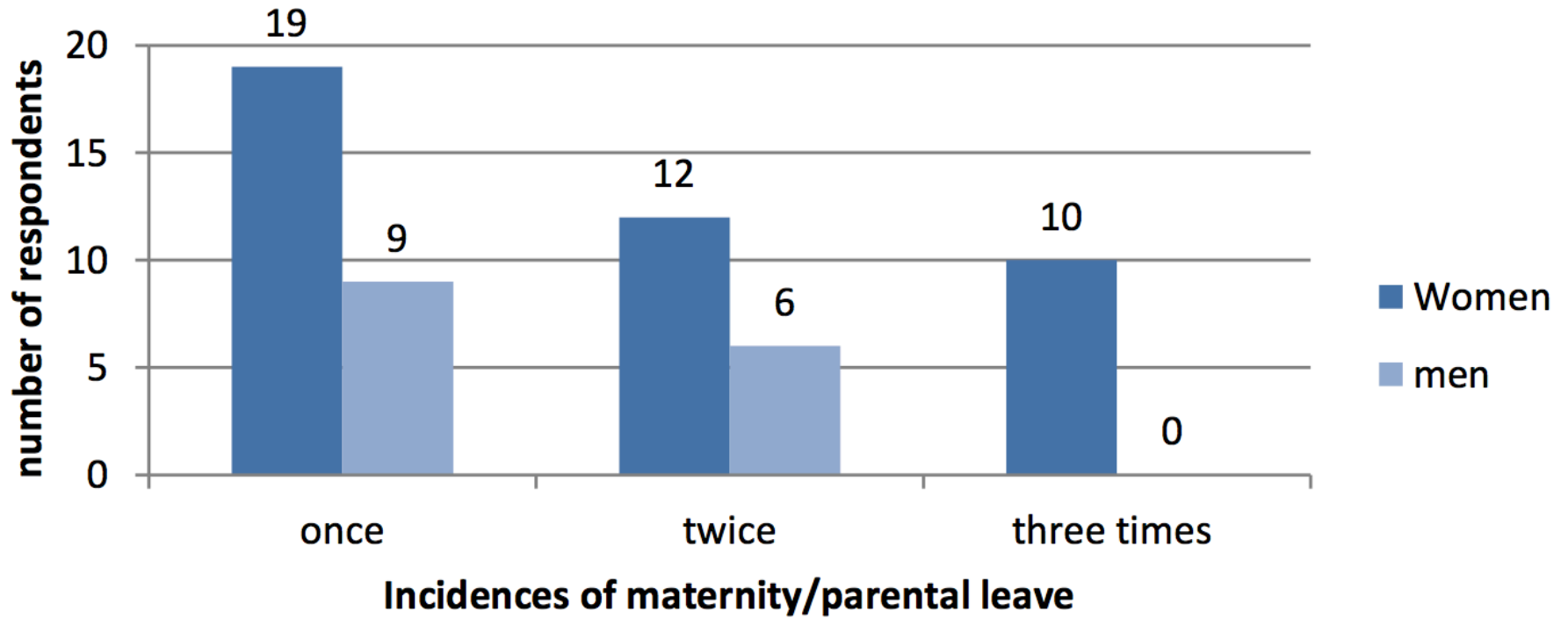


Fig 8: How recent was your last period of parental leave of any length? (n=67)

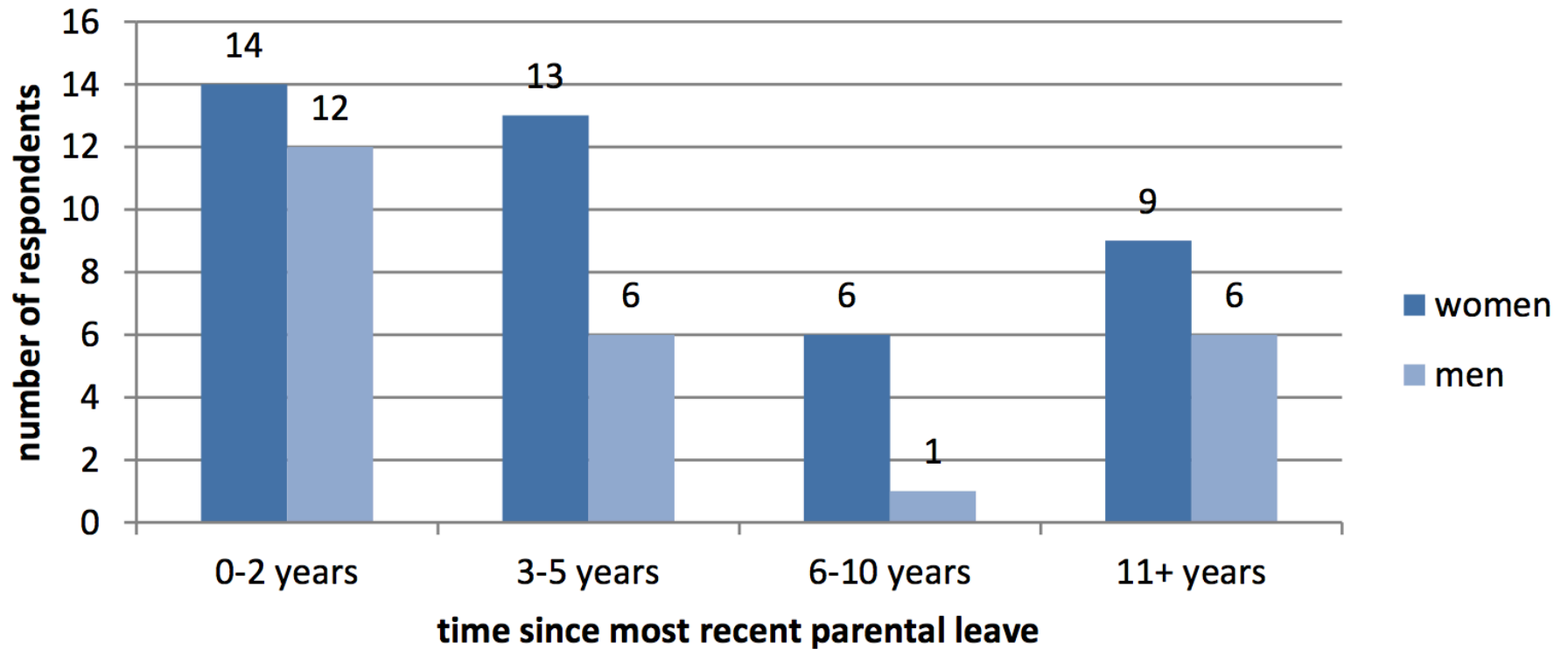


Fig 10: If you currently work/study in palaeontology, which best describes your career stage? (% , with n data tables)

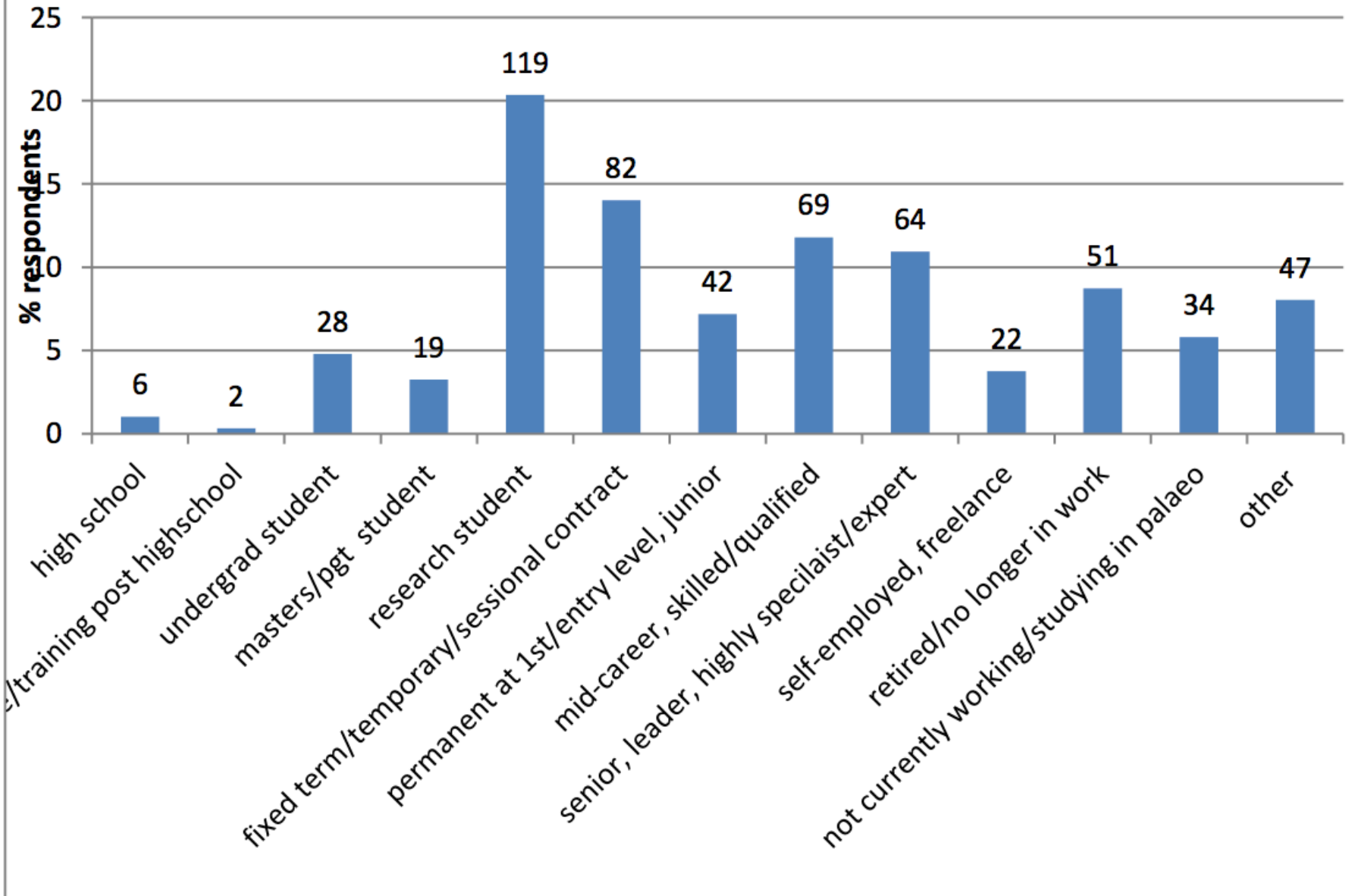
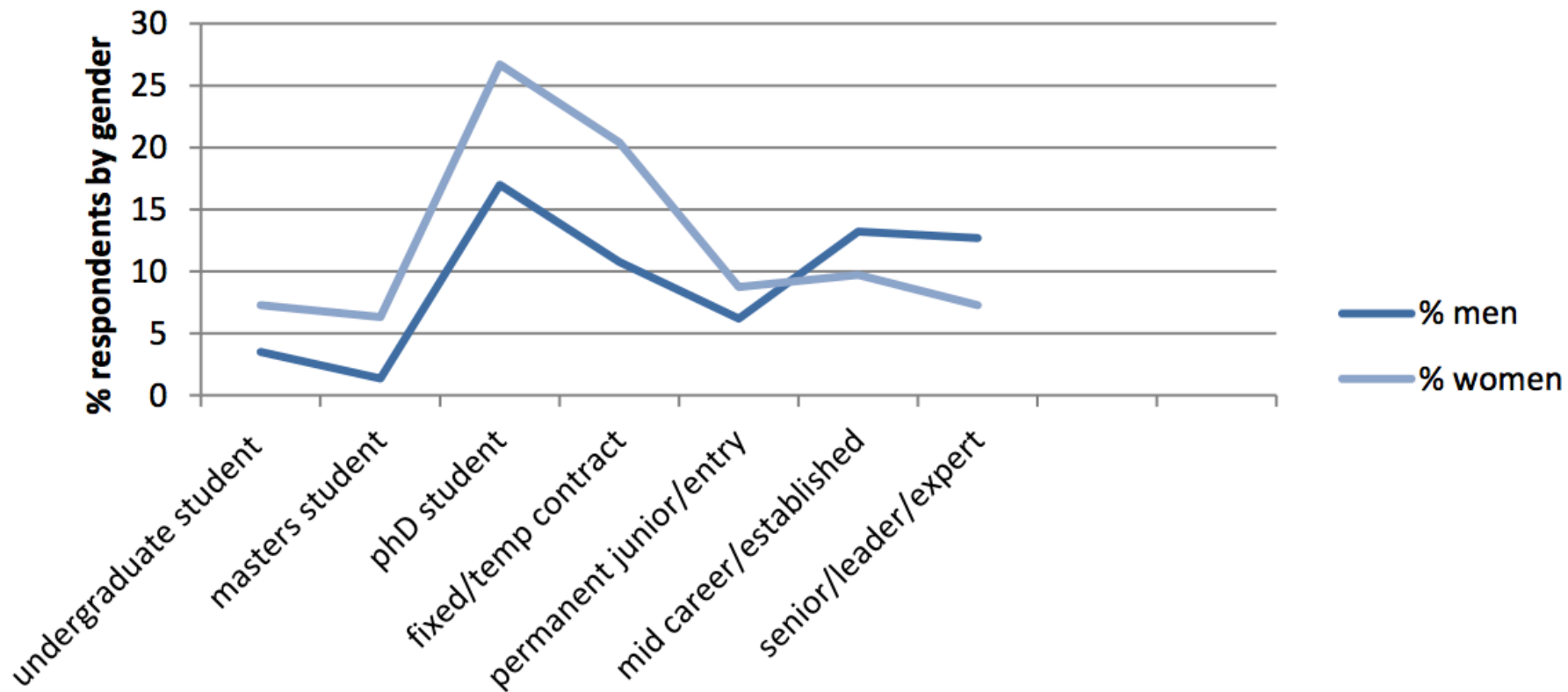


Fig 11: If you currently work/study in palaeontology which best describes your career stage? (%)



**Fig 12: Academic staff by gender in UK Higher Education Institutes
2015-16**

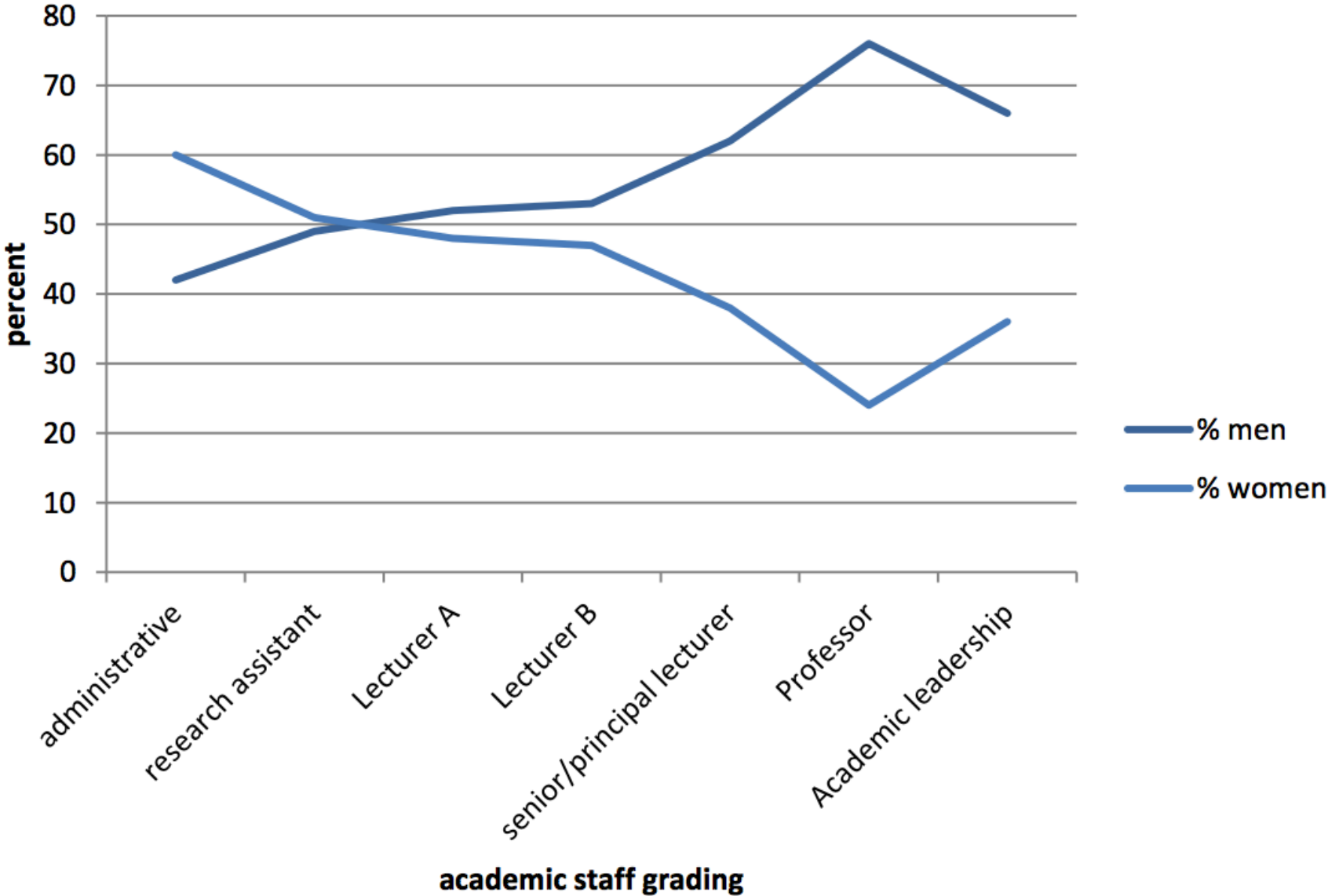
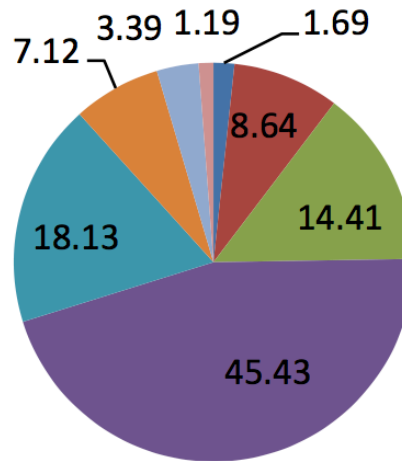


Fig 15: Employment status of highest earning parent/carer (%)

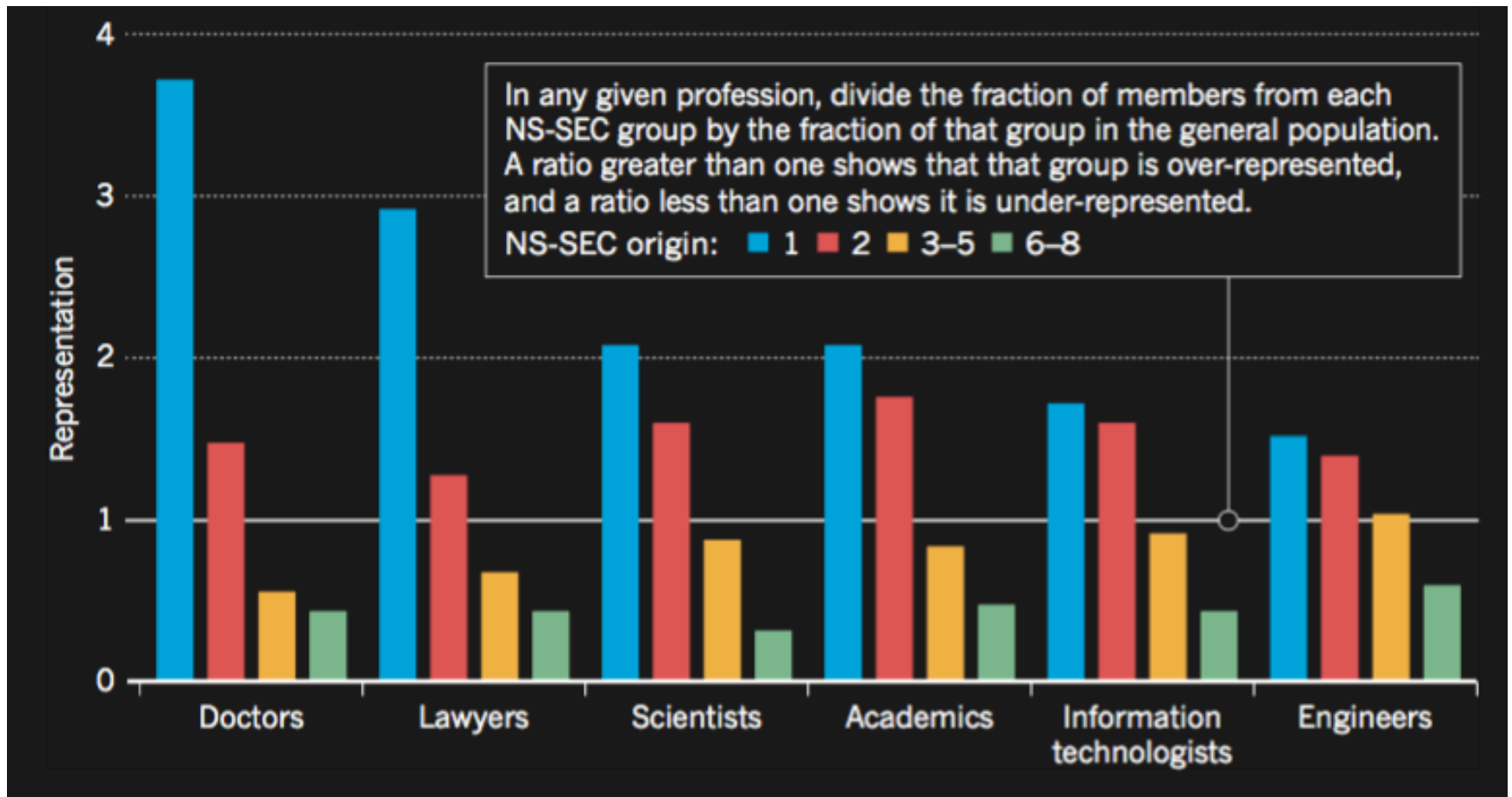


- longterm unemployed/homemaker/unable to work
- unskilled/semi skilled worker
- skilled manual/office worker
- qualified/skilled specialist/small business owner/1st level academic (L-SL), line manager, team leader, teacher, curator, police officer, associate prof
- senior manager/academic e.g. prof,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

71% ABC1

Inequality in science

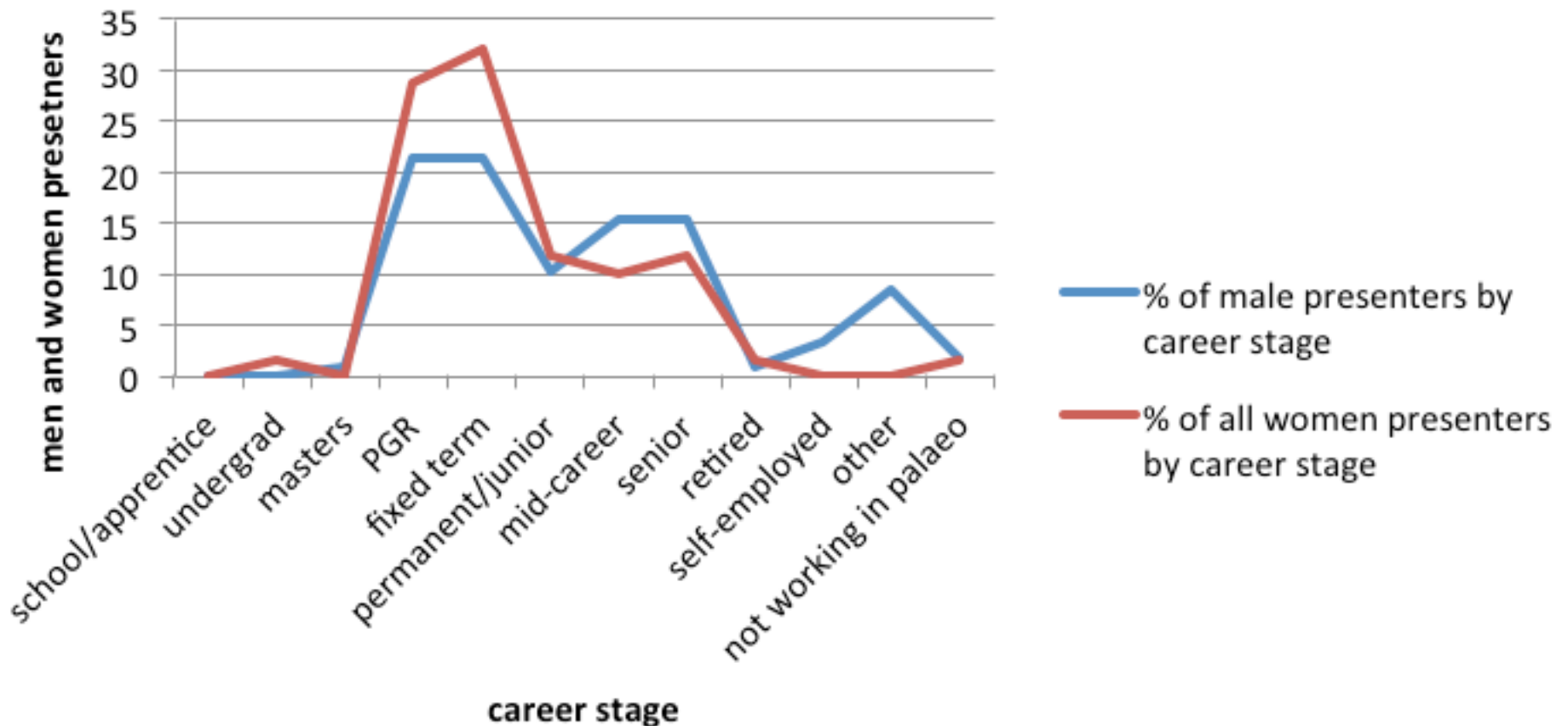
Elite careers



NS-SEC, National Statistics Socio-Economic Classification

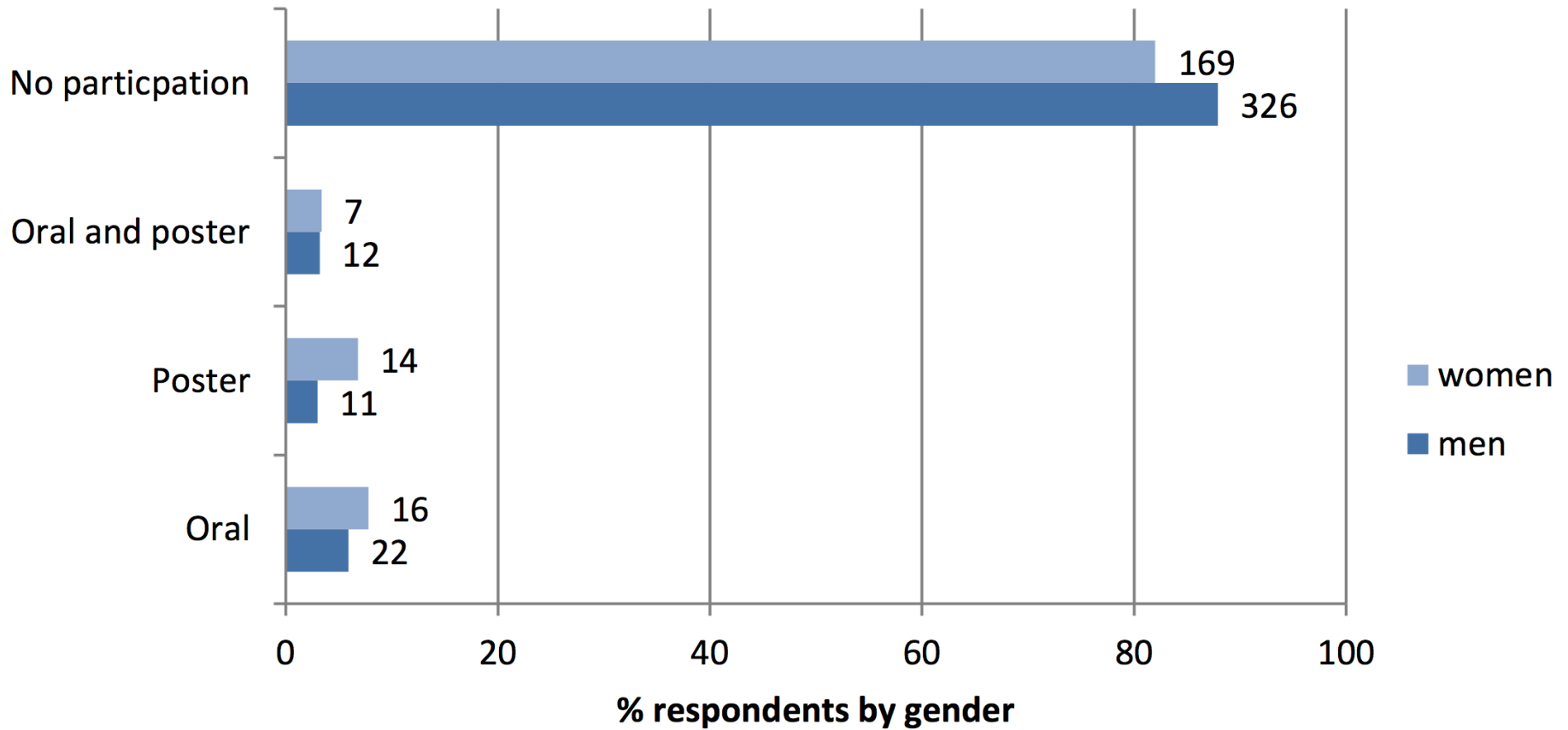
Association meetings

Fig 23: Career stages of male and female presenters at the Annual Meeting in the last 5 years, %



Association meetings

**Fig: 27 Presenters at Prog Pal during the last 5 years by gender
(%, with n data labels)**



Diversity in the workplace

Fig 32: My place of work/study is welcoming of all kinds of people regardless of background/characteristics (% , with n data labels)

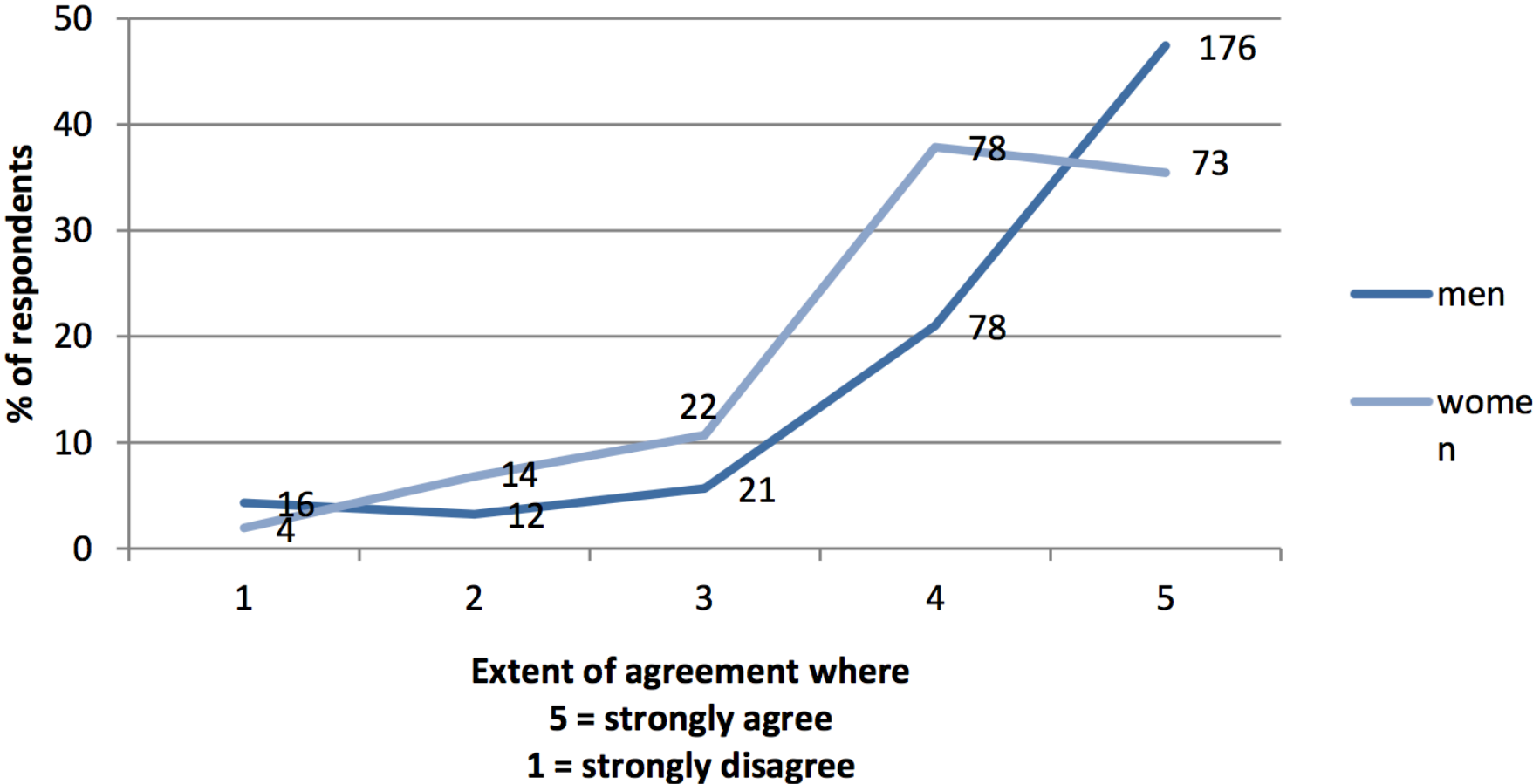


Fig 36: Generally speaking, palaeontologists, irrespective of characteristics such as disability, ethnicity, gender, age, etc. have equal access to career advancement and benefits (% with n data labels)

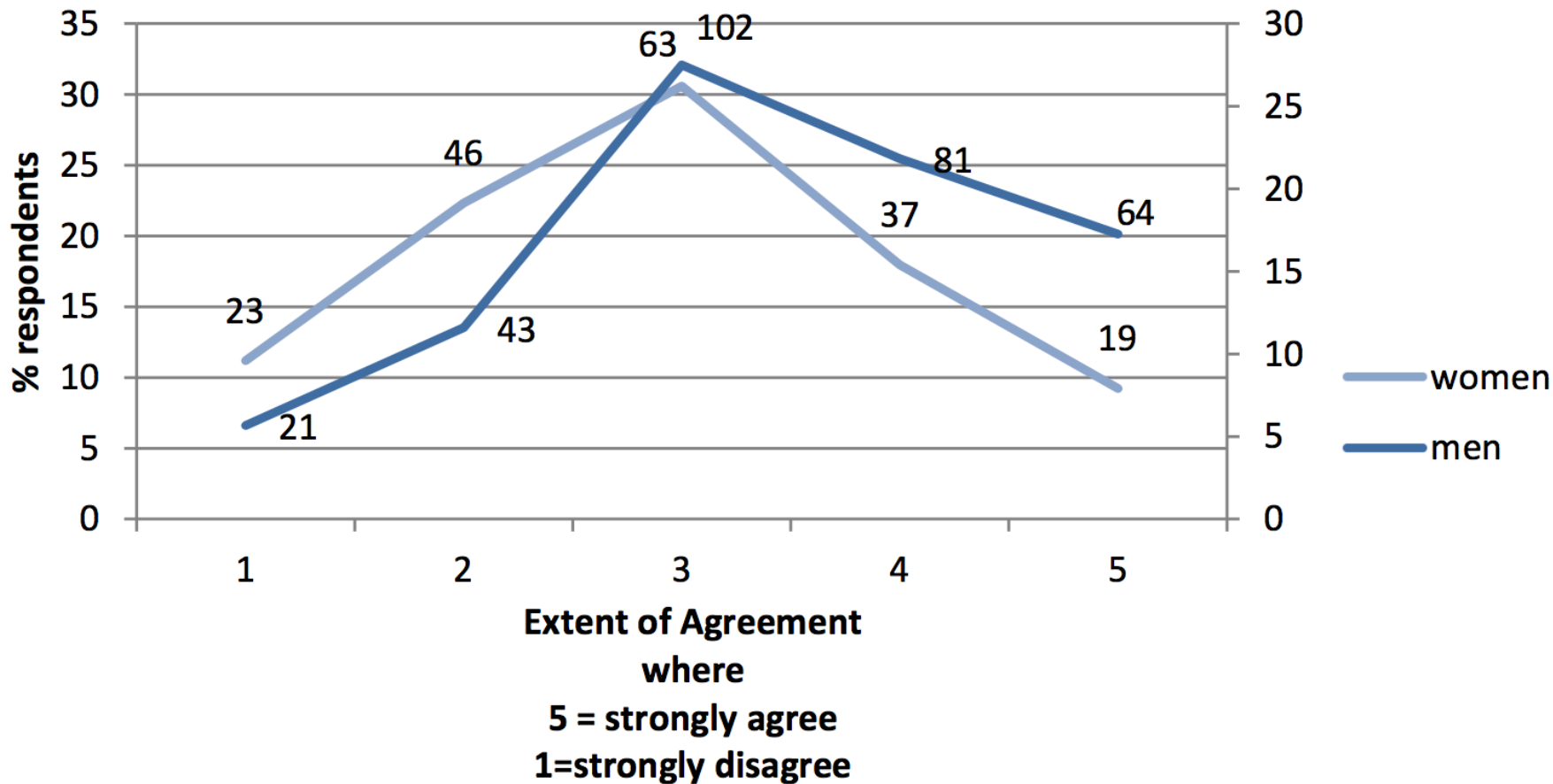


Fig 37: My place of work/study is inclusive of all kinds of people regardless of characteristics such as disability, ethnicity, gender age, etc. (%)

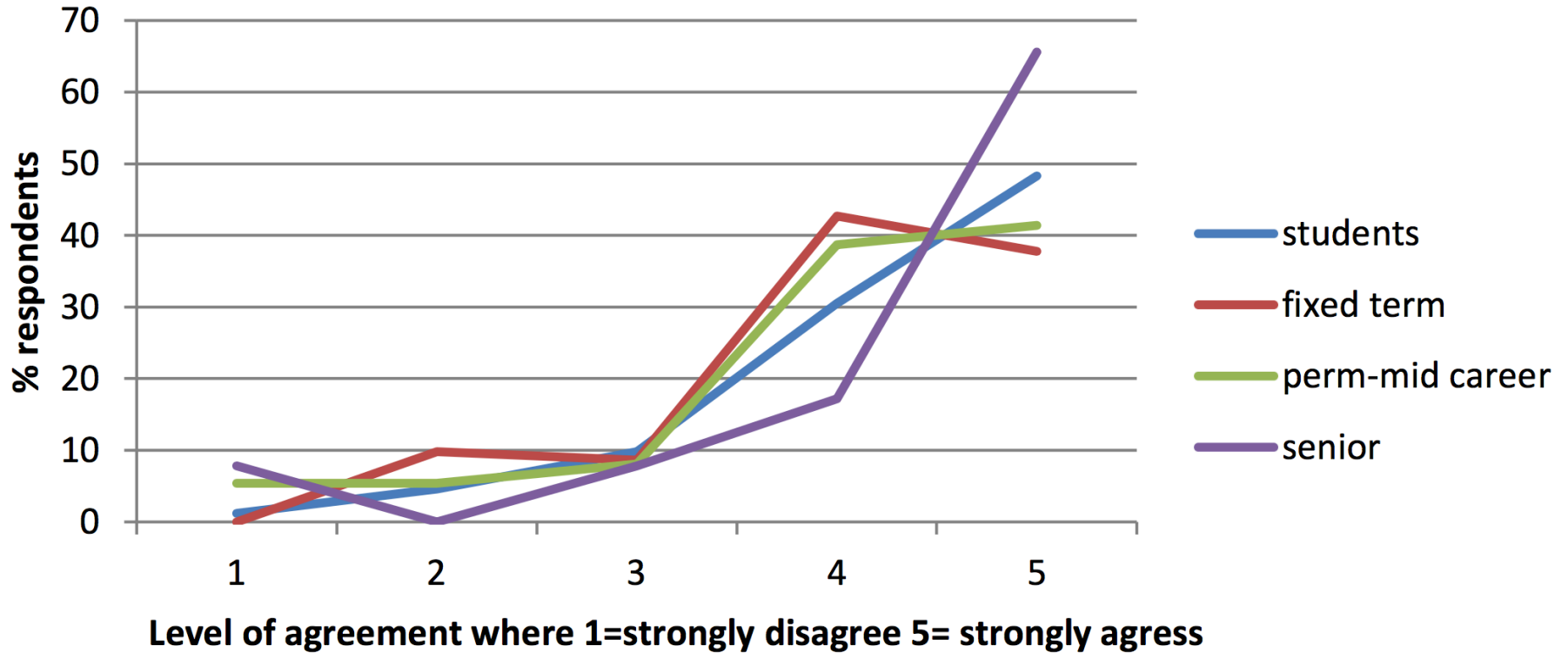
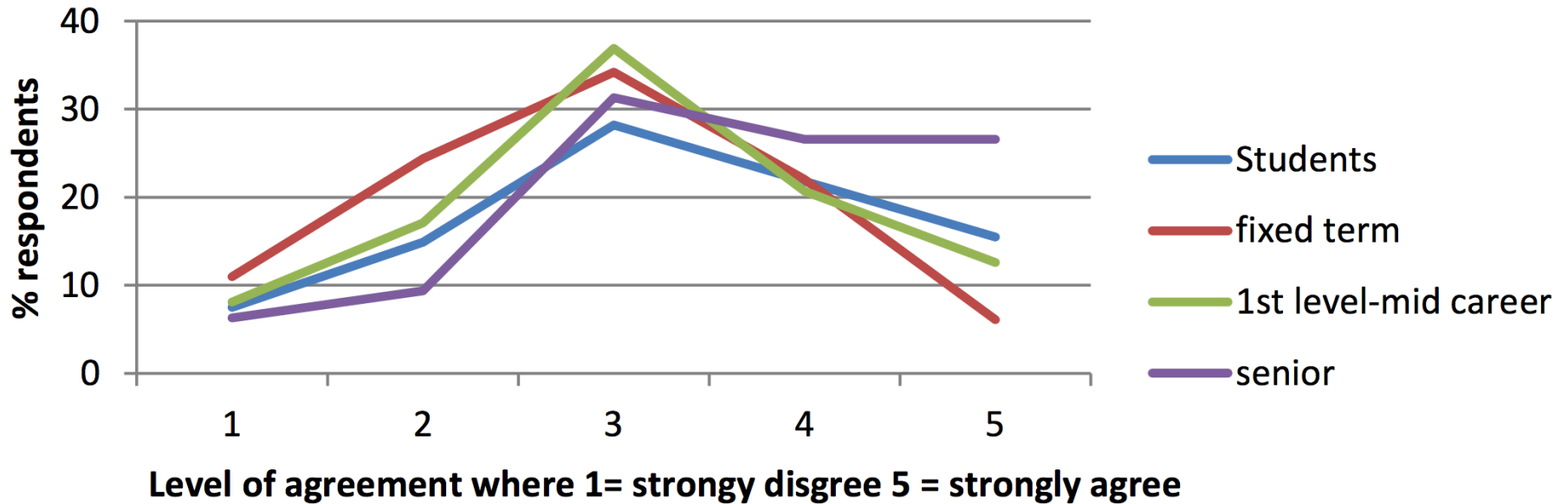


Fig 39: Generally speaking palaeontologists have equal access to career advancement and benefits irrespective of characteristics like disability, ethnicity, age, gender, etc.



Immediate next steps

- Create new Council post of Diversity Officer (Rachel Warnock is Council nominee)
- Further develop programmes with disadvantaged schools/communities and investigate a school-level research placement scheme
- Continue to monitor the proportion of male to female authors in Association publications and to consider actions to improve this imbalance
- Enhance Association mentoring scheme and evaluate
- Include additional career talks at Progressive Palaeontology

Immediate next steps

- Introduce guidelines relating to dependent children at the Annual Meeting
- Introduce a Childcare Bursary scheme for the Annual Meeting
- Encourage Annual Meeting organizers to have diverse session chairs, including a balanced female to male ratio
- Working group to look at the nomination and voting processes for the Association prizes and awards
- Continue monitoring diversity and maintain diversity as a live project