



# DIVERSITY AND INCLUSION PROGRESSION FRAMEWORK 2.0: BENCHMARKING REPORT FOR THE INSTITUTE OF BIOMEDICAL SCIENCE 2021

## CONTENTS

Section 1:	Introduction to the report
Section 2:	Your results
Section 3:	Feedback
Appendix 1:	Progression Framework overview
Appendix 2:	Benchmarking methodology

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## Section 1: Introduction to the report

Thank you for your participation in the Diversity and Inclusion Progression Framework 2.0 benchmarking exercise.

The Progression Framework was first developed in collaboration between the Royal Academy of Engineering and the Science Council in late 2016. In 2020 the contents of the original Progression Framework were reviewed by a Steering Group of members of both organisations, to ensure the Framework continued to reflect good practice four years on from its original publication. A small number of changes were made, a summary of which is included in Appendix 1 of this report.

Forty separate organisations participated in the 2021 benchmarking exercise using Progression Framework 2.0. 22 submissions were received from scientific bodies, and 24 from professional engineering institutions (PEIs). Six participating organisations are both scientific bodies and professional engineering institutions.

This report is the first of two reports that you will receive on your organisation's participation in the Progression Framework 2.0 benchmarking exercise.

The report is confidential to you. It includes up to four benchmarks based on your organisation's self-assessment in Section 1 of the Progression Framework, and on the data submitted in Section 3. The four benchmarks are:

- BENCHMARK 1: How your self-assessment in Section 1 of the Progression Framework benchmarks against the self-assessment of all other participating organisations (professional engineering institutions (PEIs) and scientific bodies combined)
- BENCHMARK 2: How your self-assessment in Section 1 of the Progression Framework benchmarks against the self-assessment of all other participating organisations in your sector (PEIs or scientific bodies, and including those that are both PEIs and scientific bodies)
- BENCHMARK 3: How the data you provided in Section 3 of the Progression Framework on gender and ethnicity on the Board and in leadership benchmarks against the data provided by other participating organisations
- BENCHMARK 4: How the data you provided in Section 3 of the Progression Framework on gender and ethnicity in membership and registration benchmarks against the data provided by other participating organisations

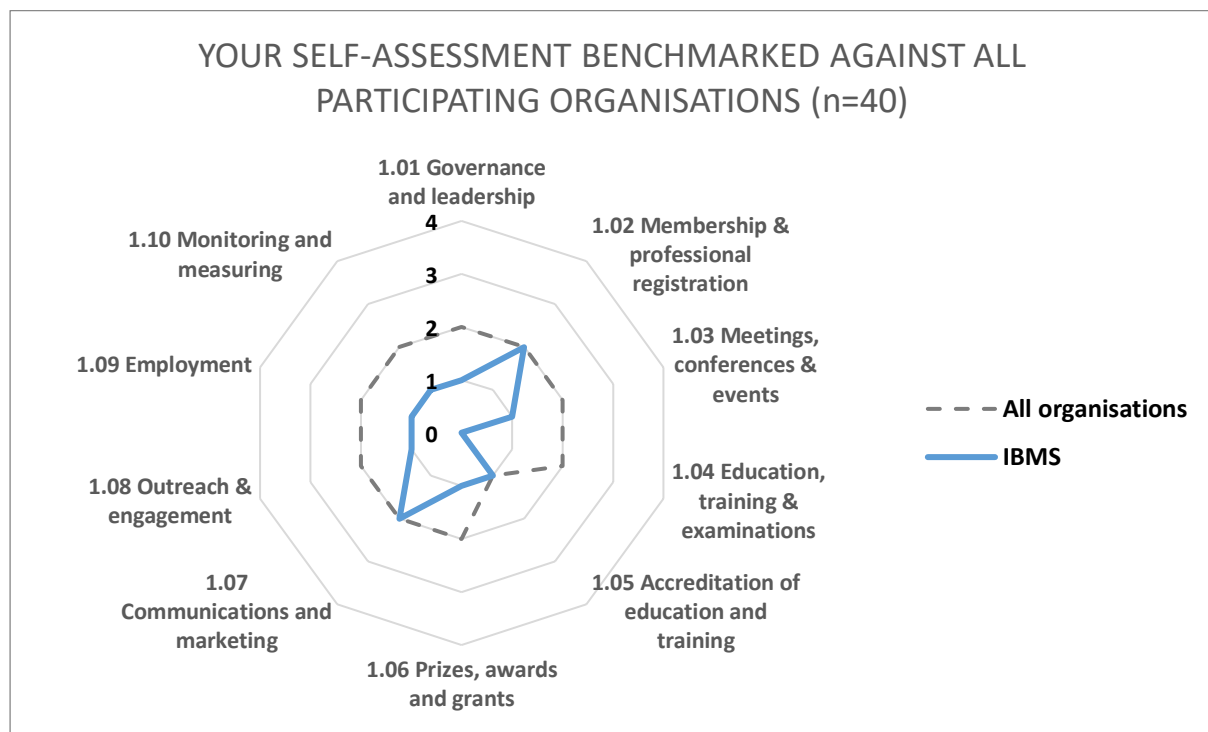
The report also provides you with some feedback on strengths, areas for development and recommendations for action on diversity and inclusion in your organisation, as indicated by your completion of the Progression Framework and compiled by the report's authors. The report for individual participating organisations does not include any data on performance in the 2017 benchmarking exercise; if you participated at that time you might want to refer back to your results for comparison.

A second report will be published in Summer 2021. This second report will not be specific to your organisation, but will present findings from the benchmarking exercise overall, including trends in comparison with the 2017 benchmarking exercise.

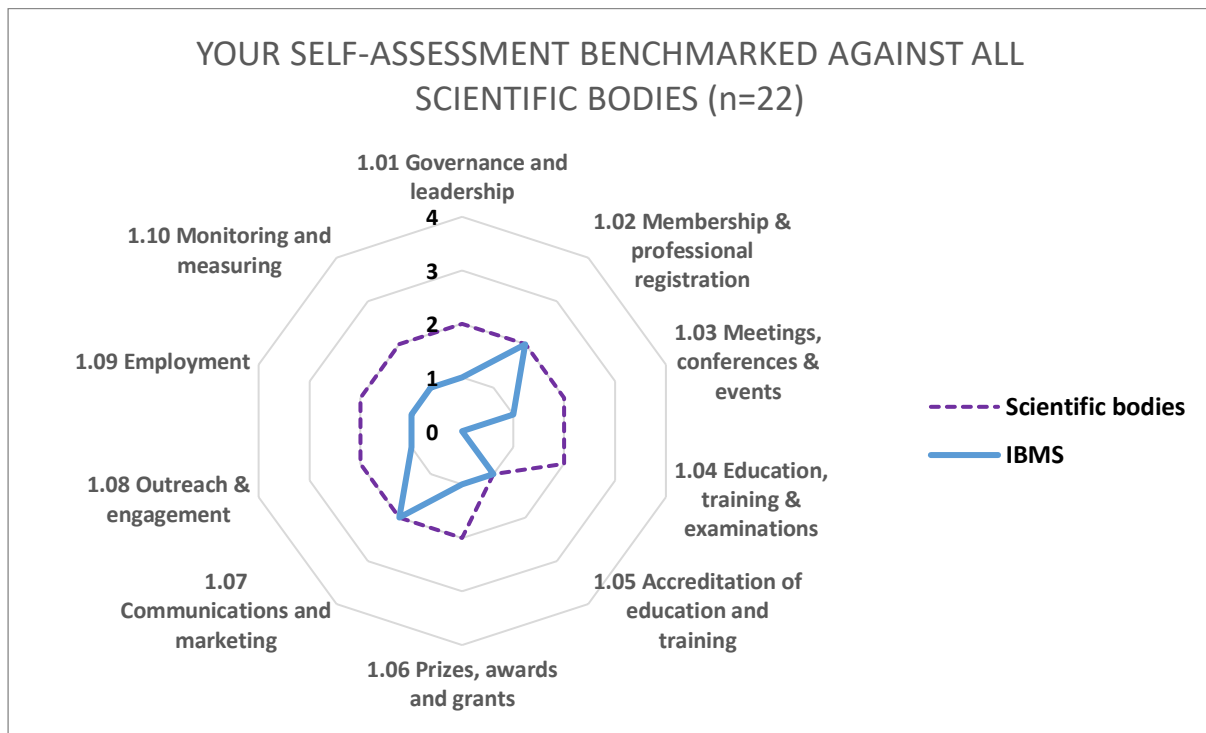
## Section 2: Your results

	1.01 Governance and leadership	1.02 Membership and professional registration	1.03 Meetings, conferences and events	1.04 Education, training and examinations	1.05 Accreditation of education and training	1.06 Prizes, awards and grants	1.07 Communications and marketing	1.08 Outreach and engagement	1.09 Employment	1.10 Monitoring and measuring
<b>Your self-assessment level</b>	1	2	1	0	1	1	2	1	1	1
<b>Median self-assessment level for all participating organisations</b>	2	2	2	2	1	2	2	2	2	2
<b>Median self-assessment level for scientific bodies</b>	2	2	2	2	1	2	2	2	2	2

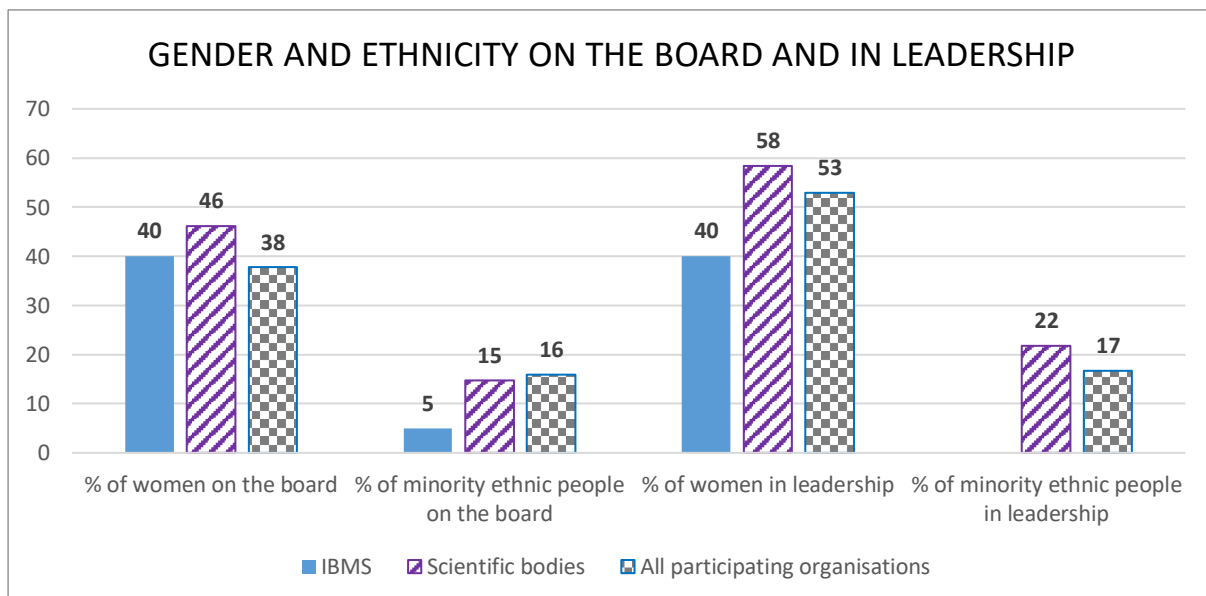
### BENCHMARK 1



**BENCHMARK 2**

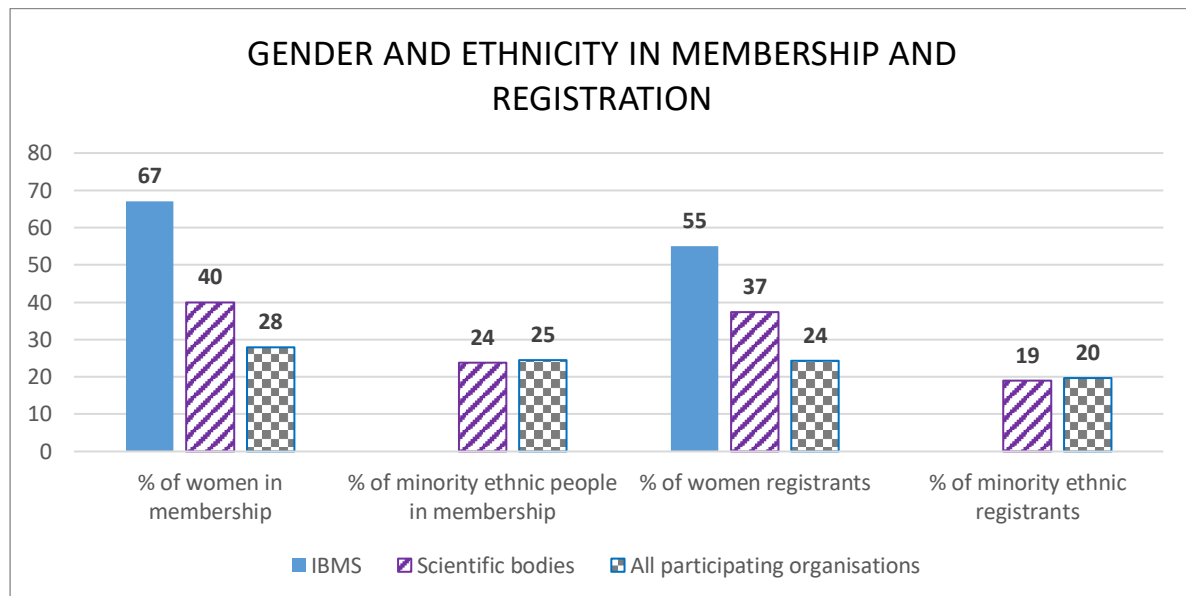


**BENCHMARK 3**



\* IBMS minority ethnic leadership data not provided

## BENCHMARK 4



\* Registration benchmark based upon data for the first register included in the submission only (CSci). IBMS minority ethnic membership and registrant data not provided.

## Section 3 Feedback

### 3.1 STRENGTHS

- Your membership and registrant population are representative of women with figures that are significantly higher than both the overall and scientific bodies benchmarks.
- Your self-assessment indicates that your membership and registration policies are clear and transparent and are available on the IBMS website. The IBMS Code of Conduct specifically addresses discrimination, and you are networking with stakeholders on diversity and inclusion issues.
- The organisation is gaining confidence in communicating its commitment to diversity and inclusion externally. The teams responsible for producing material understand the diversity of the membership and specific campaigns have been undertaken to give minority ethnic members the opportunity to share their experiences to a wide audience.

### 3.2 AREAS FOR DEVELOPMENT

- Expand the diversity and inclusion focus on governance and leadership to build a comprehensive strategy and action plan.

- One clear area for development is on data gathering and use. You rightly indicate that limited data is collected and that only ad hoc surveys are undertaken.
- There was limited evidence of activity to build diversity and inclusion within IBMS's own workforce. Alignment between your ambitions on diversity and inclusion for members and for your employees is particularly important as much of the work on diversity and inclusion is being conducted on an ad hoc basis at present.

### 3.3 RECOMMENDATIONS FOR ACTION

- We recommend that more focus is given to governance and leadership of the diversity and inclusion agenda within the Society. More could be done to effectively embed this into the work of IBMS, such as building strategic goals, plans and measures underpinned by clear accountability and governance. This requires the buy-in of your Trustees and Senior Leadership team.
- Continue to develop the systems, processes and relationships that are needed to gather, analyse, and make use of diversity and inclusion data. Gathering the data will help you monitor and measure progress and target interventions more clearly. The data that you are collecting internally can provide a blueprint for other areas such as membership and registration.
- Do not overlook action on diversity and inclusion within IBMS's own workforce. Engaging people with the agenda can help individuals identify the diversity and inclusion impacts in their own areas of work and contribute to the overall ambitions of the Society.

## Appendix 1: Progression Framework overview

The Progression Framework was developed in collaboration between the Royal Academy and the Science Council with the aim of helping professional bodies track and plan progress on diversity and inclusion. The Progression Framework sets out four levels of good practice on diversity and inclusion in ten areas of activity of professional engineering institutions (PEI) and scientific bodies, and provides a framework for data collection on diversity and inclusion.

The ten areas of activity are:

- 1 Governance and leadership
- 2 Membership and professional registration
- 3 Meetings, conferences and events
- 4 Education, training and examinations
- 5 Accreditation of education and training
- 6 Prizes, awards and grants
- 7 Communications and marketing
- 8 Outreach and engagement
- 9 Employment
- 10 Monitoring and measuring

The four levels of good practice are:

- Level 1: Initiating
- Level 2: Developing
- Level 3: Engaging
- Level 4: Transforming

The Progression Framework was first developed in collaboration between the Royal Academy of Engineering and the Science Council in late 2016. Further details of the Progression Framework, including guidance on completion, can be found on the Royal Academy of Engineering website on <https://www.raeng.org.uk/RAE/media/General/Policy/Diversity%20in%20engineering/Progression-Framework-Guidance-2-0.pdf> and on the Science Council website on <https://sciencecouncil.org/professional-bodies/diversity-equality-and-inclusion/diversity-framework/>

In 2020 the contents of the original Progression Framework were reviewed by a Steering Group of members of both organisations. The aims of the review were:

- To ensure that the Progression Framework continued to reflect good practice on diversity and inclusion four years on from its original publication.
- To take into account feedback and learning from the 2017 benchmarking exercise, whilst maintaining the continuity necessary to ensure 2017 participants are able to compare their progression on diversity and inclusion over time.

A small number of changes were made to the Framework, as follows:

## SECTION 1:

The 2017 Progression Framework comprised eight sections plus a single data section. Progression Framework 2.0 comprises ten sections, plus one externally linked section, plus five data sections:

- The 2017 Progression Framework asked participating organisations about progress on diversity and inclusion in a combined section on *Education and training, accreditation and examinations*. Progression Framework 2.0 asks participating organisations separately about *Education, training and examinations*, and *Accreditation of education and training*.
- The 2017 Progression Framework asked participating organisations about progress on diversity and inclusion in a combined section on *Communication, marketing, outreach and engagement*. Progression Framework 2.0 asks participating organisations separately about *Communications and marketing*, and *Outreach and engagement*.
- Progression Framework 2.0 included an external link to The Royal Society of Chemistry's own Framework for Action on Publishing, for professional bodies with a role in scientific publishing. Completion of this section was not required by the submission.

Other changes made to the content of the Progression Framework include:

- The rewording of Level 4 from *Evolving* to *Transforming*, reflecting that the highest level of progress on diversity and inclusion requires transforming the systems and culture of an organisation.
- Within each section of the Progression Framework the level indicators are grouped more clearly into three consistent themes:
  - o Leadership, Strategy, Planning and Accountability
  - o Policies and Procedures
  - o Insights and Evaluation
- Updating of the wording in the Progression Framework, to use more active language and include clearer reference to different demographic groups.

## SECTION 2

Updated to include questions about activity in relation to different protected characteristics and introduce a question about intersectionality.

## SECTION 3:

Reformatted into five sub-sections for Progression Framework 2.0 and including more detailed data requests.



## Appendix 2: Benchmarking methodology

In completing the Framework for the 2017 Progression Framework benchmarking exercise, participating organisations were asked to self-assess their progress in each of the ten categories above, by allocating a score on a simple Excel spreadsheet as follows: score 1 where progress is self-assessed to be at Level 1, score 2 where progress is self-assessed to be at Level 2 etc. Participating organisations were also asked to provide quantitative data measuring and monitoring progress on diversity and inclusion.

Completed Progression Frameworks were returned to for business sake consulting limited ([www.forbusinessake.com](http://www.forbusinessake.com)), an independent consultant on diversity, inclusion and organisational change. The consultants were commissioned by the Royal Academy of Engineering and the Science Council to develop the original Progression Framework in 2017. They also advised on the development of Progression Framework 2.0.

Once received, the submissions for all participating organisations were combined by the consultants in a single Excel spreadsheet, including both self-assessment and text evidence. Only the participating organisation and the consultants see each submission or have access to the single Excel spreadsheet.

The consultants worked with the content of the single Excel spreadsheet to calculate numerical benchmarks and to compare self-assessment levels and qualitative evidence from participating organisations, overall and by sector (PEI and scientific body).

For this report, four benchmarks have been produced. Benchmarks 1 and 2 have been simply calculated using a median rather than a mean average. The median calculation generates a benchmark at Levels 1 – 4, compared to a mean calculation which generates a benchmark at one or two decimal points.

Benchmarks 3 and 4 have been calculated using a mean average of organisations providing data on gender and ethnicity on the Board, in leadership, in membership and registration.