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.

<table>
<thead>
<tr>
<th>Disability/health condition</th>
<th>Yes</th>
<th>No</th>
<th>Prefer not to say</th>
</tr>
</thead>
<tbody>
<tr>
<td>Palaeontologists</td>
<td>13%</td>
<td>85%</td>
<td>2%</td>
</tr>
<tr>
<td>Ecologists</td>
<td>4%</td>
<td>93%</td>
<td>3%</td>
</tr>
</tbody>
</table>
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

<table>
<thead>
<tr>
<th></th>
<th>White</th>
<th>Asian</th>
<th>Latinx</th>
<th>Black/African/Caribbean</th>
<th>Mixed or multiple</th>
<th>Prefer not to say</th>
<th>other</th>
</tr>
</thead>
<tbody>
<tr>
<td>Palaeontologists</td>
<td>86%</td>
<td>3%</td>
<td>4%</td>
<td>&lt;1%</td>
<td>4%</td>
<td>2%</td>
<td>1%</td>
</tr>
<tr>
<td>Ecologists</td>
<td>73%</td>
<td>8%</td>
<td>5%</td>
<td>6%</td>
<td>4%</td>
<td>4%</td>
<td>1%</td>
</tr>
</tbody>
</table>
Fig 7: How many times have you taken maternity/other parental leave of 3 months or more? (n=56)

<table>
<thead>
<tr>
<th>Incidences of maternity/parental leave</th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>once</td>
<td>19</td>
<td>9</td>
</tr>
<tr>
<td>twice</td>
<td>12</td>
<td>6</td>
</tr>
<tr>
<td>three times</td>
<td>10</td>
<td>0</td>
</tr>
</tbody>
</table>
Fig 8: How recent was your last period of parental leave of any length? (n=67)

<table>
<thead>
<tr>
<th>Time since most recent parental leave</th>
<th>Number of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-2 years</td>
<td>14 women, 12 men</td>
</tr>
<tr>
<td>3-5 years</td>
<td>13 women, 6 men</td>
</tr>
<tr>
<td>6-10 years</td>
<td>6 women, 1 men</td>
</tr>
<tr>
<td>11+ years</td>
<td>9 women, 6 men</td>
</tr>
</tbody>
</table>
Fig 10: If you currently work/study in palaeontology, which best describes your career stage? (%, with n data tables)

- high school (6 respondents)
- undergrad student (2 respondents)
- masters/pgt student (28 respondents)
- research student (119 respondents)
- permanent at 1st/entry level, junior (42 respondents)
- mid-career, skilled/qualified (69 respondents)
- self-employed, freelance (64 respondents)
- retired/no longer in work (51 respondents)
- not currently working/studying in palaeo (34 respondents)
- other (47 respondents)
Fig 11: If you currently work/study in palaeontology which best describes your career stage? (%)

% respondents by gender

% men

% women

- undergraduate student
- masters student
- PhD student
- fixed/temp contract
- permanent/junior/entry
- mid career/established
- senior/leader/expert
Fig 15: Employment status of highest earning parent/carer (%)

- Longterm unemployed/homemaker/unable to work: 7.12%
- Unskilled/semi skilled worker: 3.39%
- Skilled manual/office worker: 1.19%
- Qualified/skilled specialist/small business owner/1st level academic (L-SL), line manager, team leader, teacher, curator, police officer, associate prof: 1.69%
- Senior manager/academic e.g. prof, medium-sized business owner, trained professional, senior curator, head teacher: 8.64%
- Organisational director, senior leader/partner/professional: 14.41%
- Prefer not to say: 18.13%
- Other: 45.43%

71% ABC1
Inequality in science
Elite careers

In any given profession, divide the fraction of members from each NS-SEC group by the fraction of that group in the general population. A ratio greater than one shows that that group is over-represented, and a ratio less than one shows it is under-represented.

NS-SEC origin: 1 2 3–5 6–8

NS-SEC, National Statistics Socio-Economic Classification

Gibney, Nature 2016
Association meetings

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

- % of male presenters by career stage
- % of all women presenters by career stage

Career stages:
- school/apprentice
- undergrad
- masters
- PGR
- fixed term
- permanent/junior
- mid-career
- senior
- retired
- self-employed
- other
- not working in palaeo
- not working in palaeo
Association meetings

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

- No participation
  - Women: 169
  - Men: 326

- Oral and poster
  - Women: 7
  - Men: 12

- Poster
  - Women: 14
  - Men: 11

- Oral
  - Women: 16
  - Men: 22

% respondents by gender
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)

% of respondents

Extent of agreement where
5 = strongly agree
1 = strongly disagree

men
women

16 14 12 21 78 78 73 176

1 2 3 4 5
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)

- Extent of Agreement where
  - 5 = strongly agree
  - 1 = strongly disagree

- Women:
  - Extent of Agreement: 1, 2, 3, 4, 5
  - % Respondents: 23, 46, 63, 102, 81, 37, 19

- Men:
  - Extent of Agreement: 1, 2, 3, 4, 5
  - % Respondents: 21, 43, 64, 64, 37, 19
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