



# Diversity data report 2020

## An introduction from our CEO



The introduction to our 2018 report *Diversity landscape of the chemical sciences* opened with a statement of our ambition that “chemistry should be for everyone.” As the foundation for our reinvigorated *Inclusion and Diversity Strategy to 2025*, the report drew together the best available data and evidence – and in many places still found it lacking.

It was clear then that access to high quality data and evidence was essential to improving inclusion and diversity in the chemical sciences. If we are to ensure talented people thrive and progress in chemistry, we need much greater transparency in reporting the data that gives us insight into the barriers people face – and the ways we can remove them.

Two years later, we believe just as fervently that everyone should be able to achieve their own ambitions in chemistry – and we have two more years’ worth of diversity data, evidence and activity on which to reflect and build. In the past year alone, we have published findings of bias in scientific publishing\*, of exclusionary factors in schools, and of a worrying decline in career progression for women and ethnic minority academic chemists. For each of those issues and more, we have spearheaded action driven by the data.

Transparency is key. And so, just as we examine the data in the wider chemical sciences, we must examine our own activities, and the extent to which they are representative of the entire chemical sciences community. This report – our first RSC diversity data report – is a collection of data that crosses the breadth of our organisational activity – including membership, education, publishing, grants and much more.

While publishing this report is an important step, we aim to report more and better quality data in the future. We took steps to improve the data collection across our events, which was previously lacking, but the COVID-19 pandemic led us to cancelling many events this year. We have therefore not included events in this report, and we will rectify this in our next diversity data report in 2022.

\*<https://www.rsc.org/new-perspectives/talent/gender-bias-in-publishing>

We will further develop trust within our community to encourage higher rates of self-reporting. Where self-reporting is low, we aren't able to learn as much from our data, and cannot transform that into corrective action where needed.

Information gathered clearly shows that, across all of our activities, people with self-reported disabilities are under-represented compared with the national average. This evidence will help us to begin to investigate the underlying causes.

To make more, and faster progress, we are committing to further improving how we collect and use data. We have started a rolling review and improvement process across the organisation, to make sure that we consider high quality data collection for every initiative and activity we run. For example, improved data collection is central to the joint commitment we created, which was co-signed by many international publishers, to reduce bias in scientific publishing.

Having learned a great deal in the two years since publishing *Diversity landscape of the chemical sciences*, in 2020 we are launching an ambitious new five-year strategy for inclusion and diversity. Fundamental to that strategy is reliable, high quality data collection and analysis: using reports like this one, bespoke research programmes on specific areas like ethnicity, disability and socio-economic factors, and the further cooperation of the wider chemistry community in reporting inclusion and diversity data and evidence.

Data, lived experience and common sense sadly tell us that, right now, the chemical sciences are not accessible to all. But by learning from those elements together, in collaboration with our community, we will work harder and faster than ever before to pursue our unchanged and firmly held ambition: chemistry should be for everyone.



**Dr Helen Pain CSci CChem FRSC**

Interim Chief Executive Officer, Royal Society of Chemistry

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## Supplementary notes

### Data collection and declaration

We collected the data in this report by various methods, including surveys, registration and application information for various programmes including grants and funding schemes, as well as analysis of website traffic.

We present survey data in this report based on information voluntarily declared by respondents. Survey completion was not mandatory and within each survey all questions had an option of 'prefer not to say'. Not all respondents chose to provide all diversity information.

Where applicable, responses of 'prefer not to say' or did not answer a question are not included in this report. Instances of a data set being too small to be meaningfully representative, or that risk making any individuals identifiable (less than 5), have also been excluded from the report or grouped if appropriate. Sexual orientation has been excluded for individuals who identified as non-UK nationals due to low response rates.

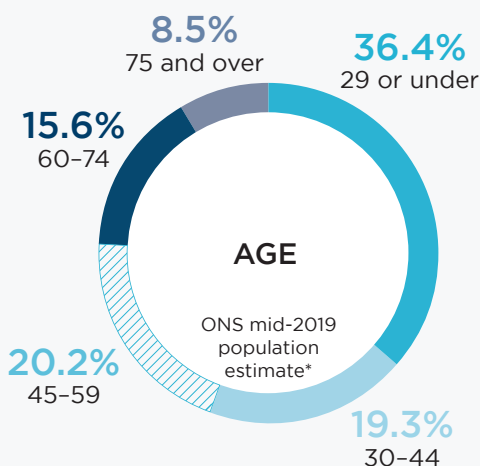
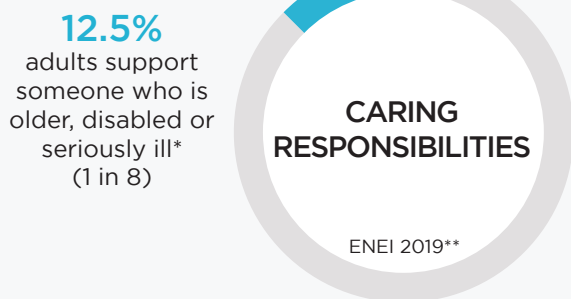
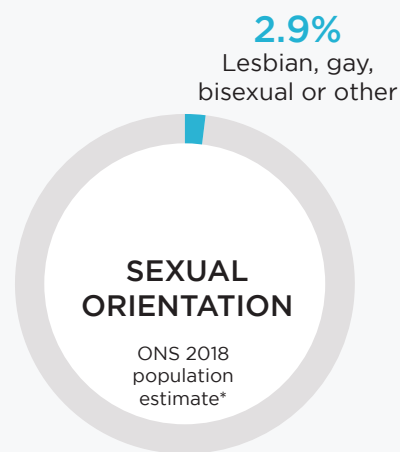
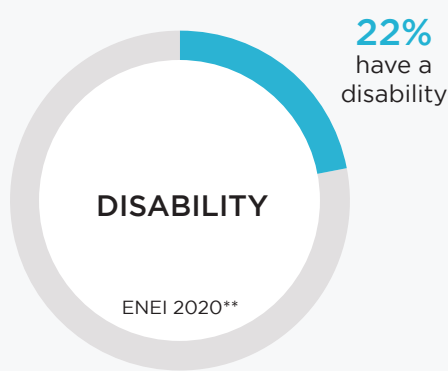
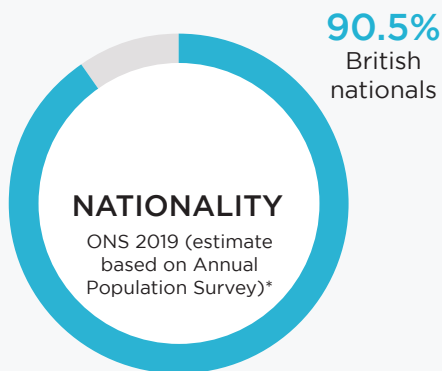
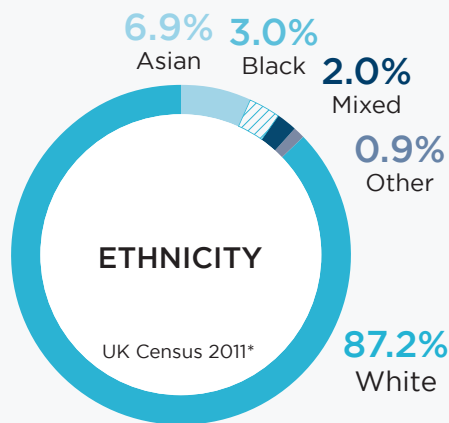
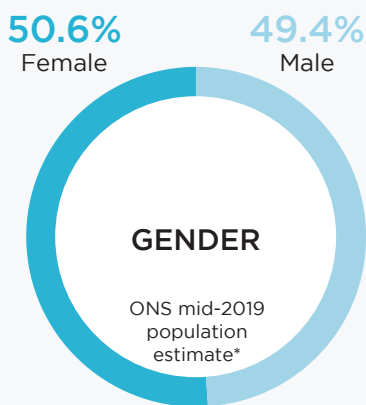
Within the publishing section, we followed the approach to data analysis used by the UK Intellectual Property Office for their UK Patenting report\*. Where gender is unidentified, it has been deduced from first and middle names and titles from data in our submission and peer review system. One significant limitation of this approach is that gender could only be assigned in binary terms.

### Acknowledgements

This work was led by the Royal Society of Chemistry Inclusion and Diversity team, and we are deeply grateful for the data analysis and guidance provided by the Data Science team, without which this report would not have been possible. We thank colleagues across the Royal Society of Chemistry for their support in gathering data and the development of this report. We also thank the individuals who have taken time to provide their diversity information. Lastly, we thank members of the Royal Society of Chemistry Inclusion and Diversity Committee for their endorsement.

\*UK Intellectual Property Office 2016. Gender Profiles in UK Patenting: <https://www.gov.uk/government/publications/gender-profiles-in-worldwide-patenting-an-analysis-of-female-inventorship>

## UK population benchmarks



\*Office for National Statistics (ONS) census and population estimates: <https://www.ons.gov.uk>. Licensed under the Open Government Licence.

\*\*The Employers Network for Equality & Inclusion (ENEI): <https://www.enei.org.uk>

We have included the most recent official data for the UK population as comparison benchmarks for our diversity data. Information about gender identity beyond binary terms is not currently available from ONS.

## Governance bodies and division councils

As a charity, we are governed by a Board of Trustees, which appoints and delegates authority to our boards and committees. The elected and nominated members who make up these boards and committees contribute to guiding and driving our strategies and activities. Boards and committees which report directly to our Board of Trustees include Audit and Risk Committee, Disciplinary Committee, Finance and Resources Board, Inclusion and Diversity Committee, Member Communities Board, Nominations Committee, Professional Standards Board and Publishing Board.

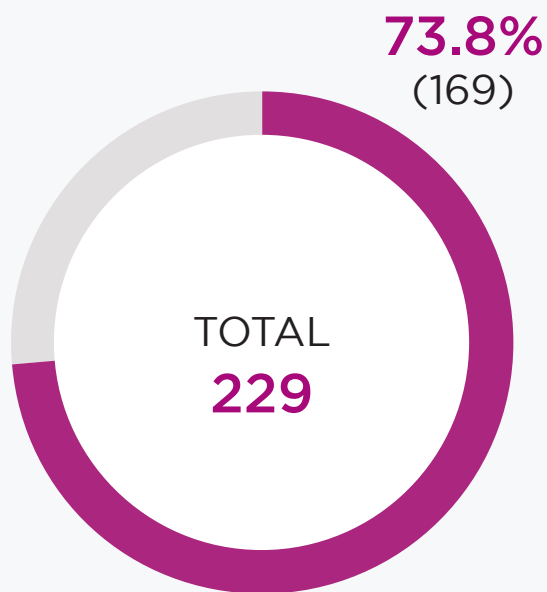
Other committees that report through Boards, which include Accreditation and Validation Committee, Admissions Committee, Chemists' Community Fund Committee, Member Networks Committee and Registration Committee, are also included here.

Our nine divisions are governed by their respective councils, which are included in this report: Analytical Division Council, Chemistry Biology Interface Division Council, Dalton Division Council, Education Division Council, Environment, Energy and Sustainability Division Council, Faraday Division Council, Industry and Technology Division Council, Materials Chemistry Division Council and Organic Division Council.

In May 2020, an invitation to complete an online diversity monitoring survey was sent to all current members of governance bodies and division councils. At the time of survey our boards and committees had a total number of 229 members, of whom 169 (73.8%) responded to the survey.

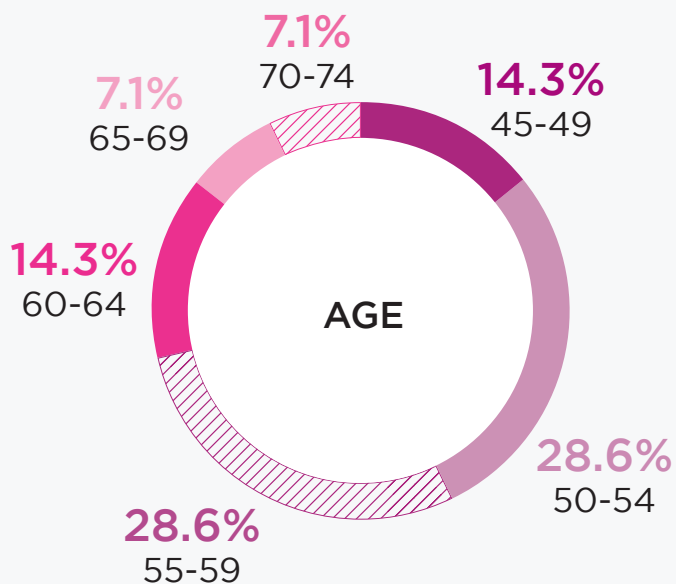
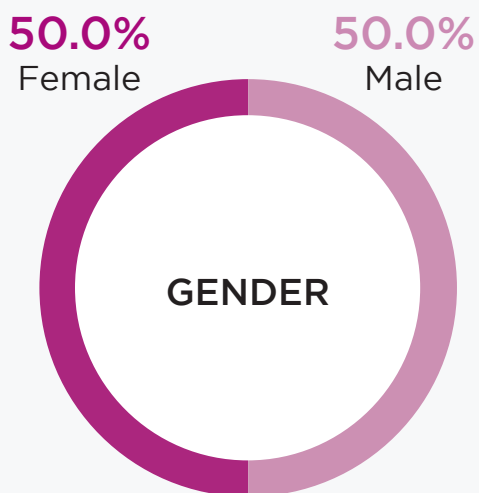


## Overall response rates for governance bodies and division councils



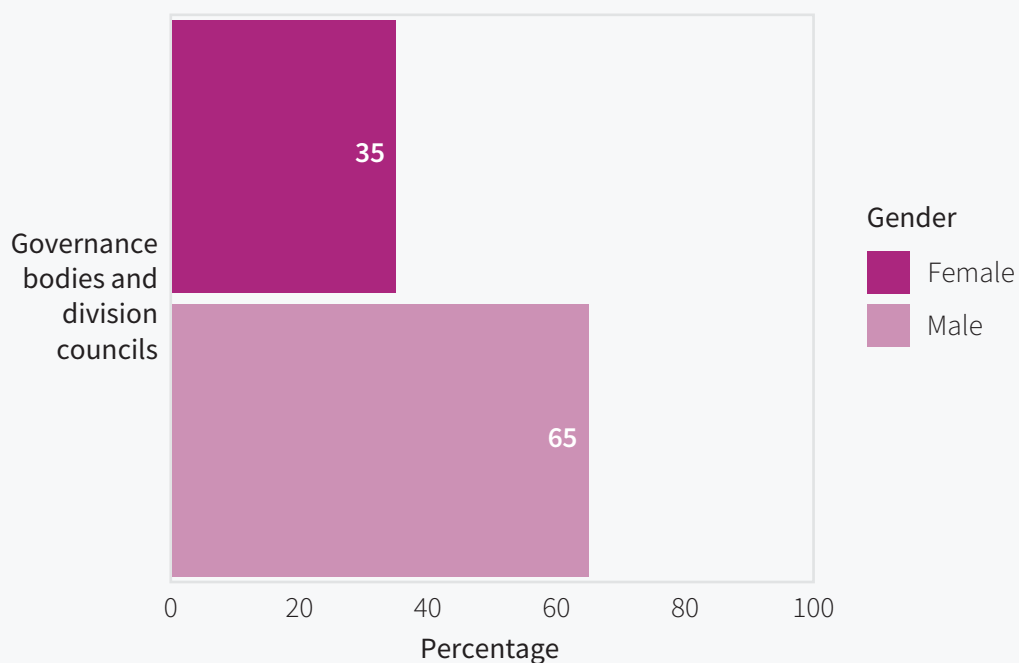
### Governance bodies and division councils

#### BOARD OF TRUSTEES



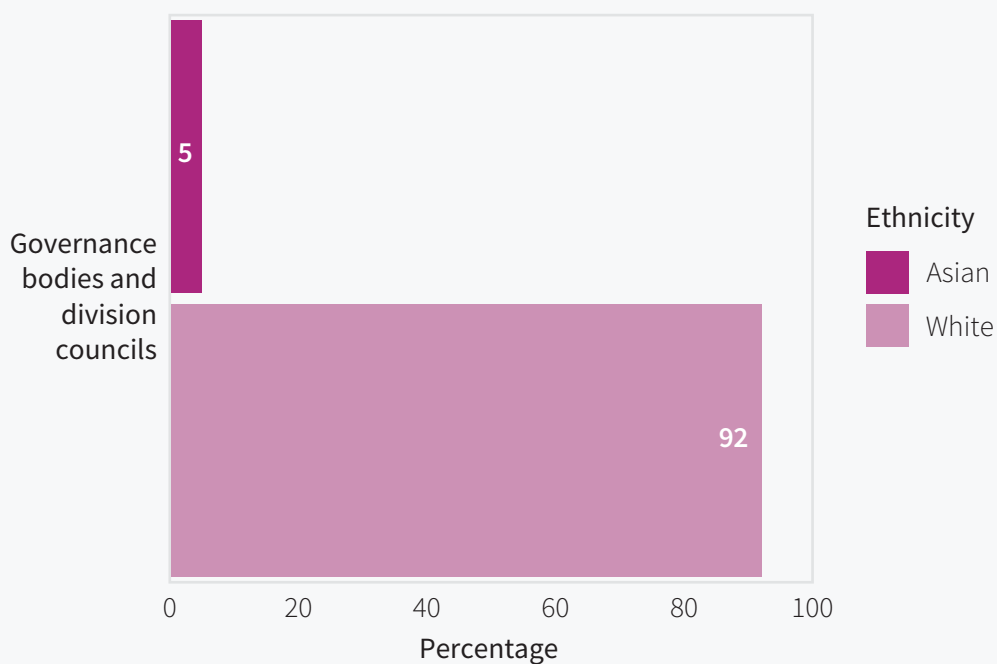
## Governance bodies and division councils | Gender

Category	Respondents	Total	Response rate (%)
Governance bodies and division councils	165	229	72



## Governance bodies and division councils | Ethnicity

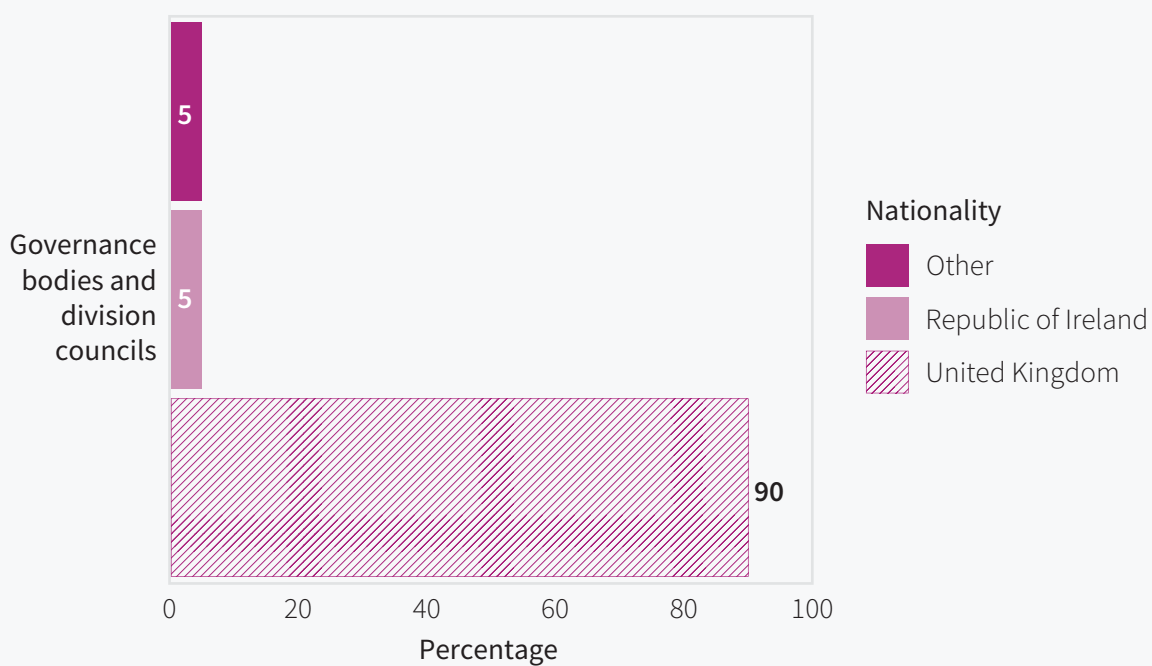
Category	Respondents	Total	Response rate (%)
Governance bodies and division councils	166	229	73



Due to rounding and/or removal of data sets that risk individuals' identification (less than 5) the sum of all data is not 100%.

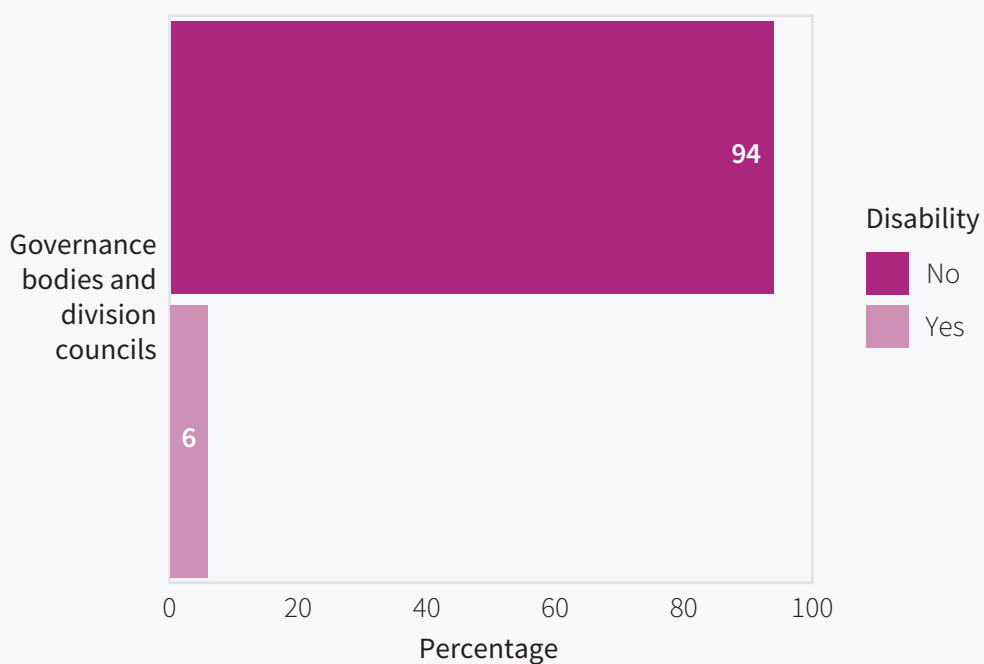
## Governance bodies and division councils | Nationality

Category	Respondents	Total	Response rate (%)
Governance bodies and division councils	167	229	73



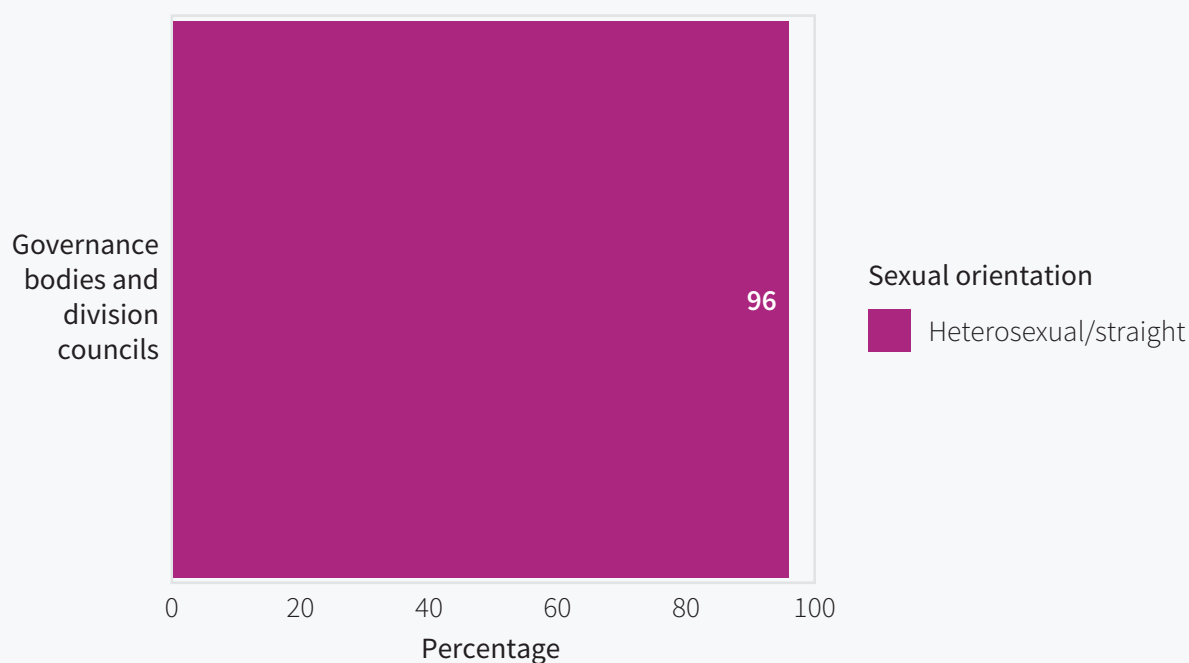
## Governance bodies and division councils | Disability

Category	Respondents	Total	Response rate (%)
Governance bodies and division councils	167	229	73



## Governance bodies and division councils | Sexual orientation

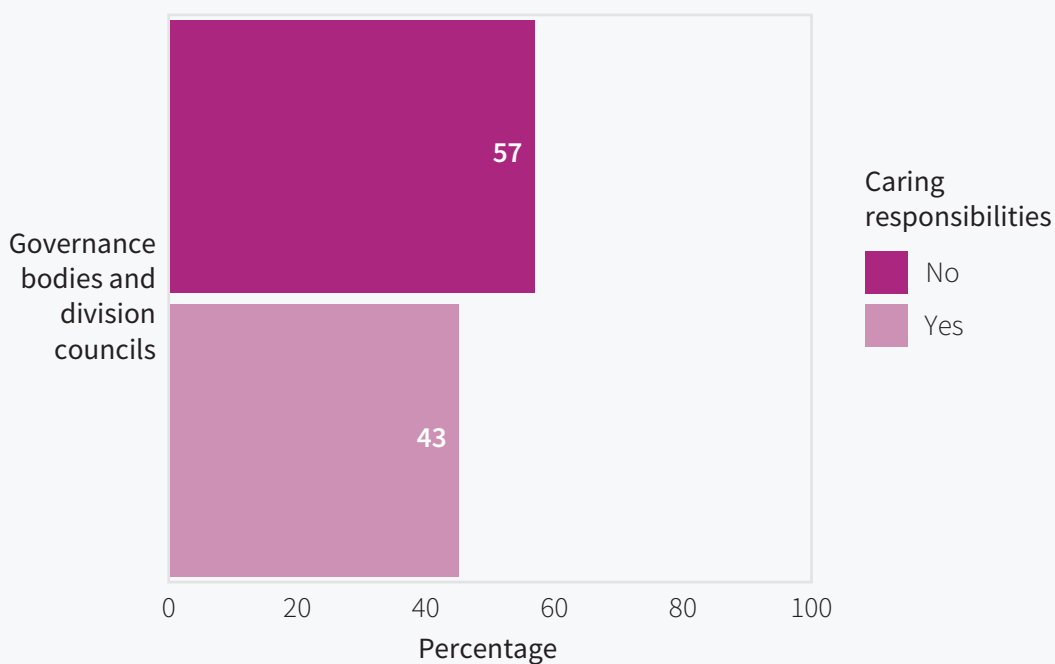
Category	Respondents	Total	Response rate (%)
Governance bodies and division councils	150	229	66



Due to rounding and/or removal of data sets that risk individuals' identification (less than 5) the sum of all data is not 100%.

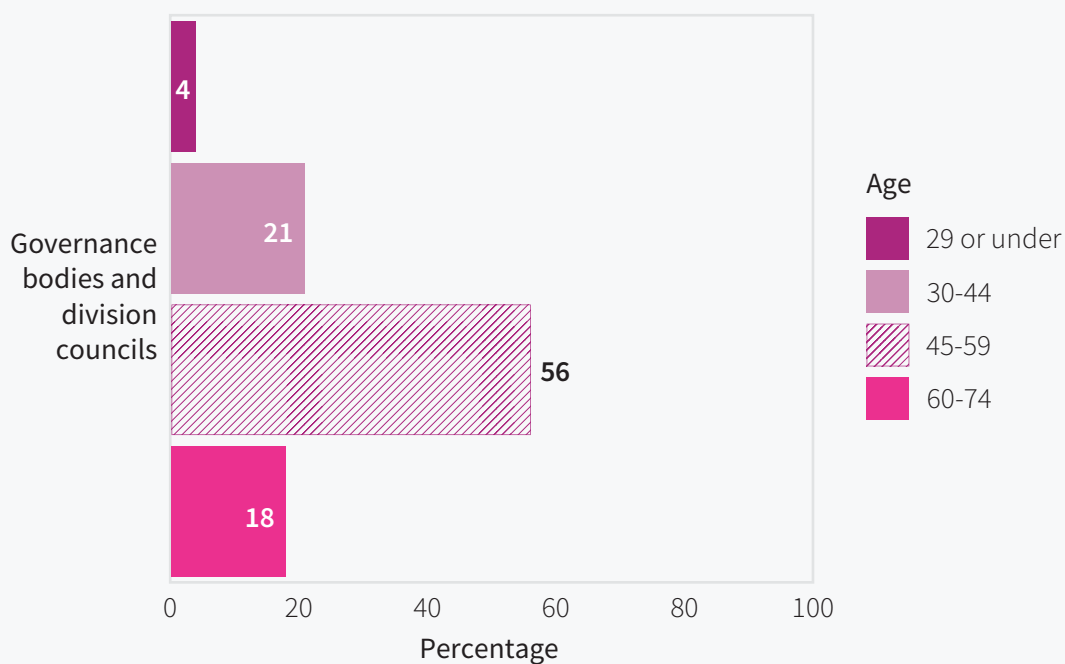
## Governance bodies and division councils | Caring responsibilities

Category	Respondents	Total	Response rate (%)
Governance bodies and division councils	161	229	70



## Governance bodies and division councils | Age

Category	Respondents	Total	Response rate (%)
Governance bodies and division councils	165	229	72



Due to rounding and/or removal of data sets that risk individuals' identification (less than 5) the sum of all data is not 100%.

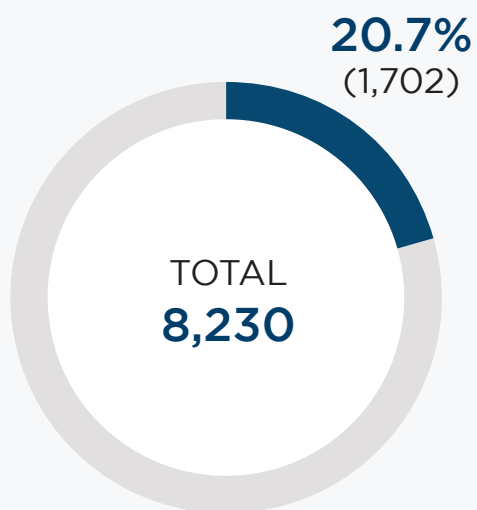


## Membership

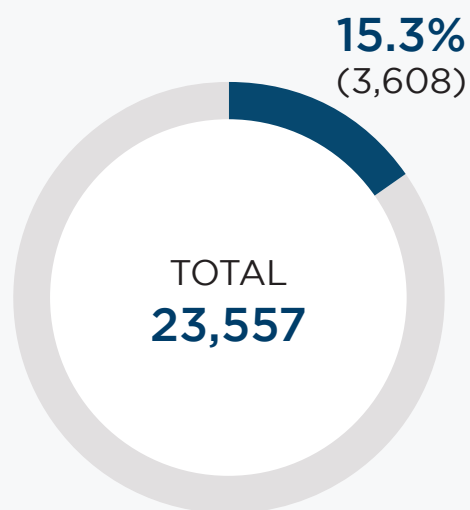
Our membership comprises chemical scientists working in a wide range of sectors and disciplines who have committed to deliver high standards of professional practice.

Every two years, we conduct a survey with our entire membership community, to track progress against a number of engagement metrics, and to gather insight from our members that helps us understand how best to support them. In 2020 we introduced diversity monitoring questions into this research to enhance our understanding of reported trends for the diversity of our membership. 36,517 members, which include the membership categories Affiliate, Associate Member (AMRSC), Member (MRSC) and Fellow (FRSC), were contacted to participate in the survey and 6,328 (17%) responded. Of this group, 4,878 members completed the diversity monitoring questions presented here.

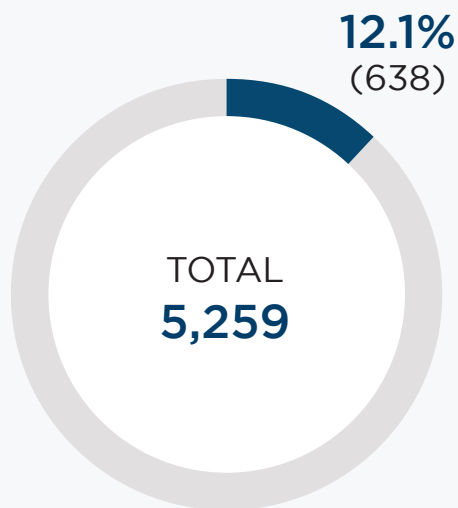
## Overall response rates by membership category



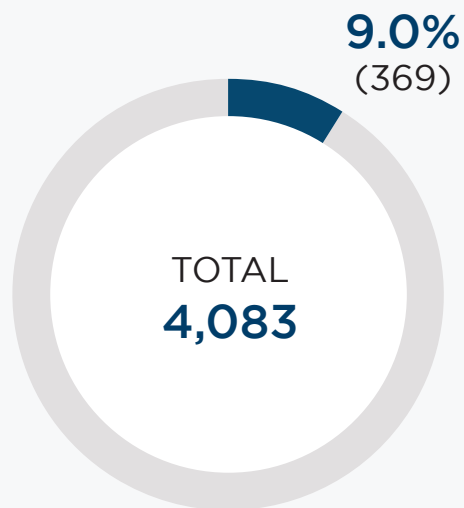
Fellow (FRSC)



Member (MRSC)



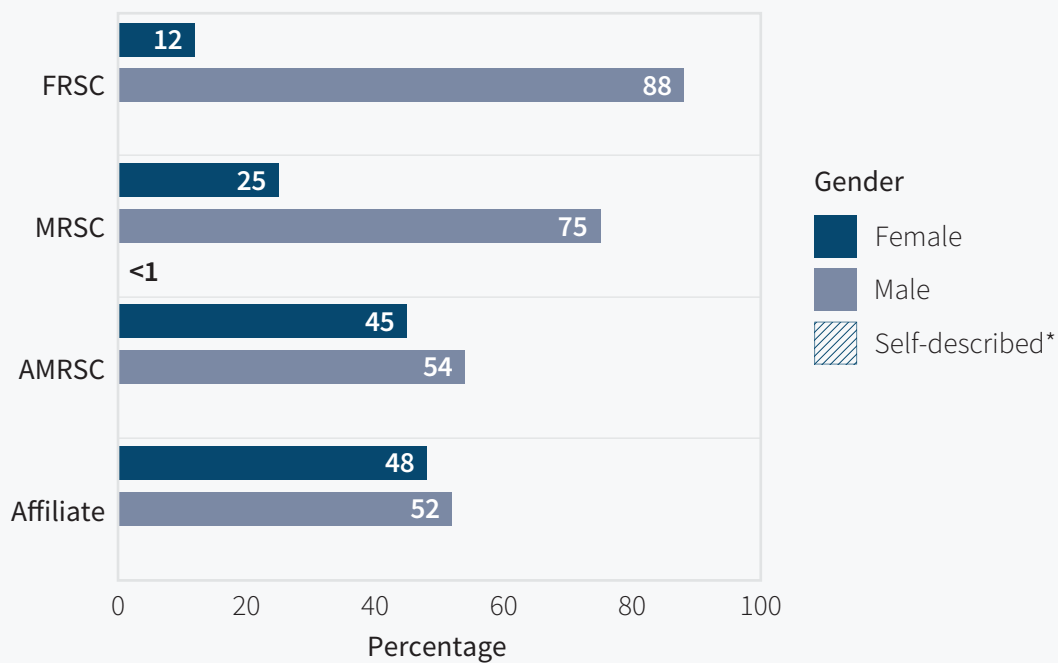
Associate Member (AMRSC)



Affiliate

## Membership | Gender

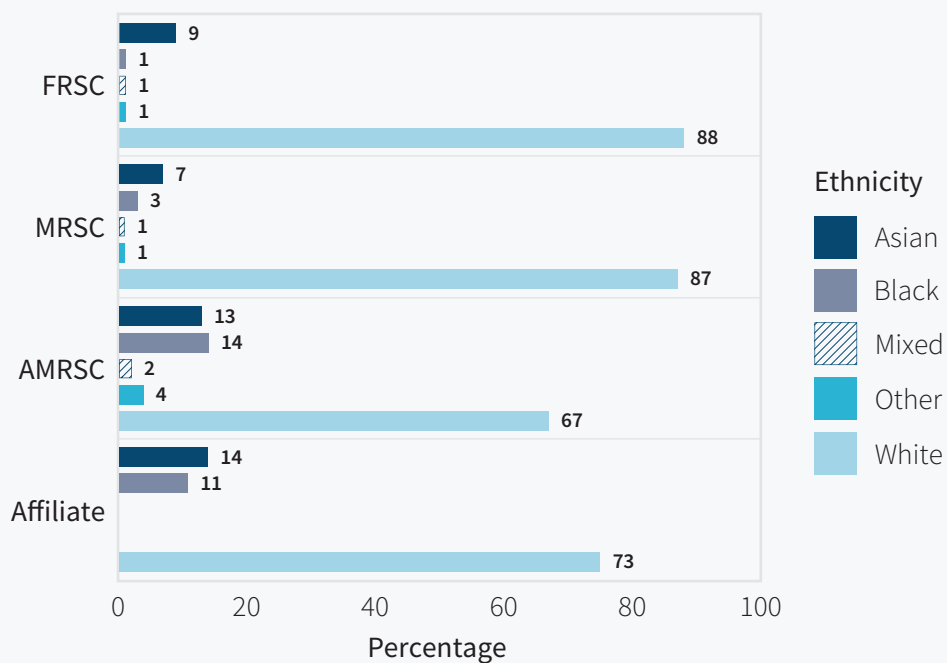
Category	Respondents	Total	Response rate (%)
FRSC	1,226	8,230	15
MRSC	2,846	23,557	12
AMRSC	501	5,259	10
Affiliate	268	4,083	7



\*self-described gender included non-binary, gender queer, gender fluid, gender free.

## Membership | Ethnicity

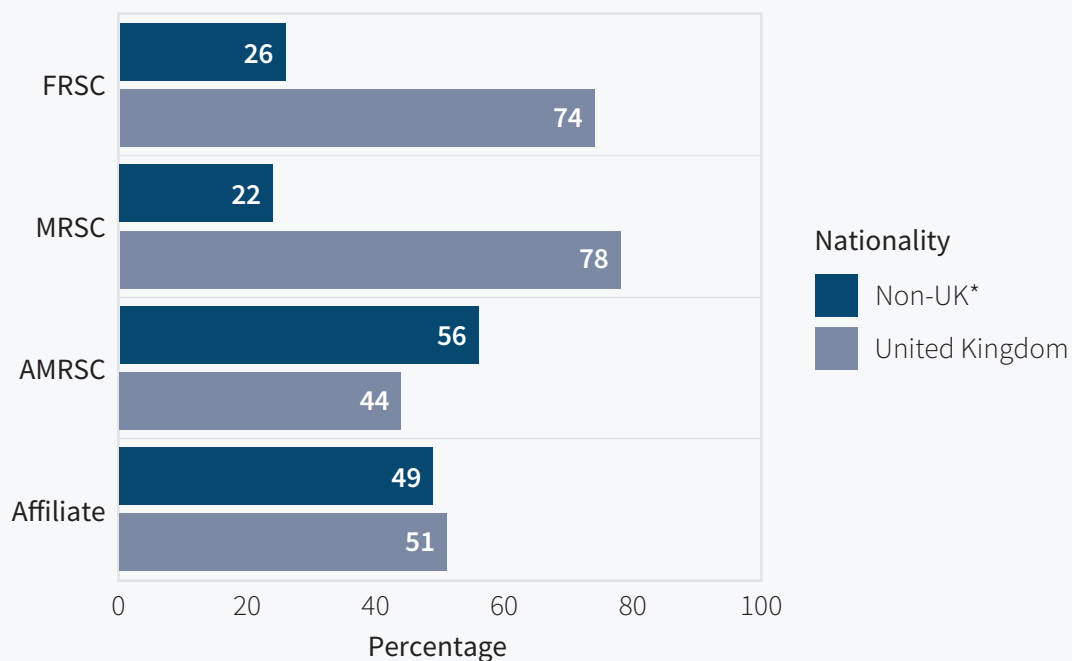
Category	Respondents	Total	Response rate (%)
FRSC	1,235	8,230	15
MRSC	2,861	23,557	12
AMRSC	504	5,259	10
Affiliate	270	4,083	7



Due to rounding and/or removal of data sets that risk individuals' identification (less than 5) the sum of all data is not 100%.

## Membership | Nationality

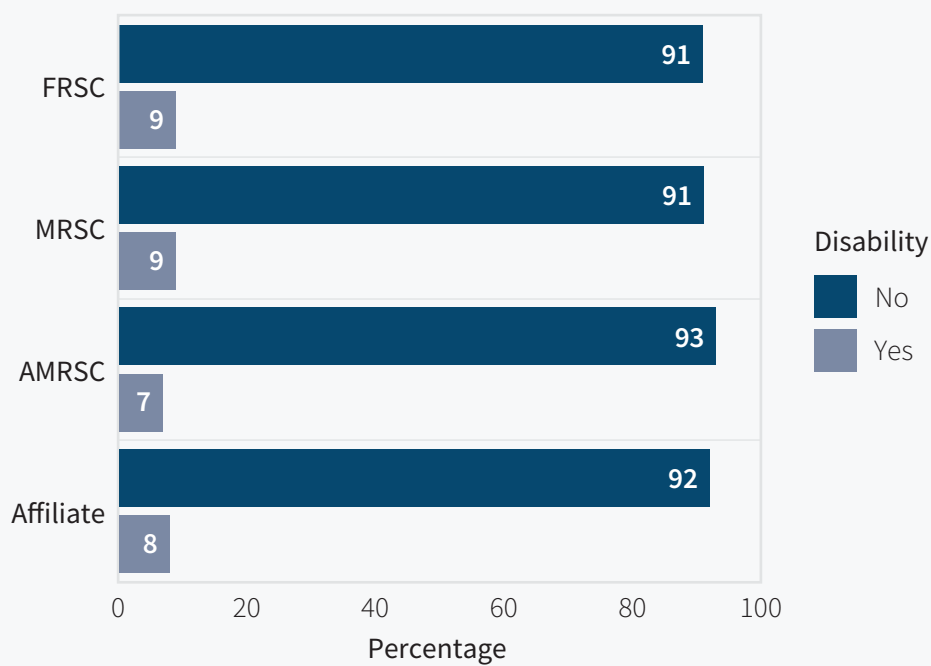
Category	Respondents	Total	Response rate (%)
FRSC	1,236	8,230	15
MRSC	2,861	23,557	12
AMRSC	504	5,259	10
Affiliate	270	4,083	7



\*Non-UK nationalities with the highest number of RSC members: Australia, Canada, Germany, India, Italy, Nigeria, Republic of Ireland, Spain and United States of America.

## Membership | Disability

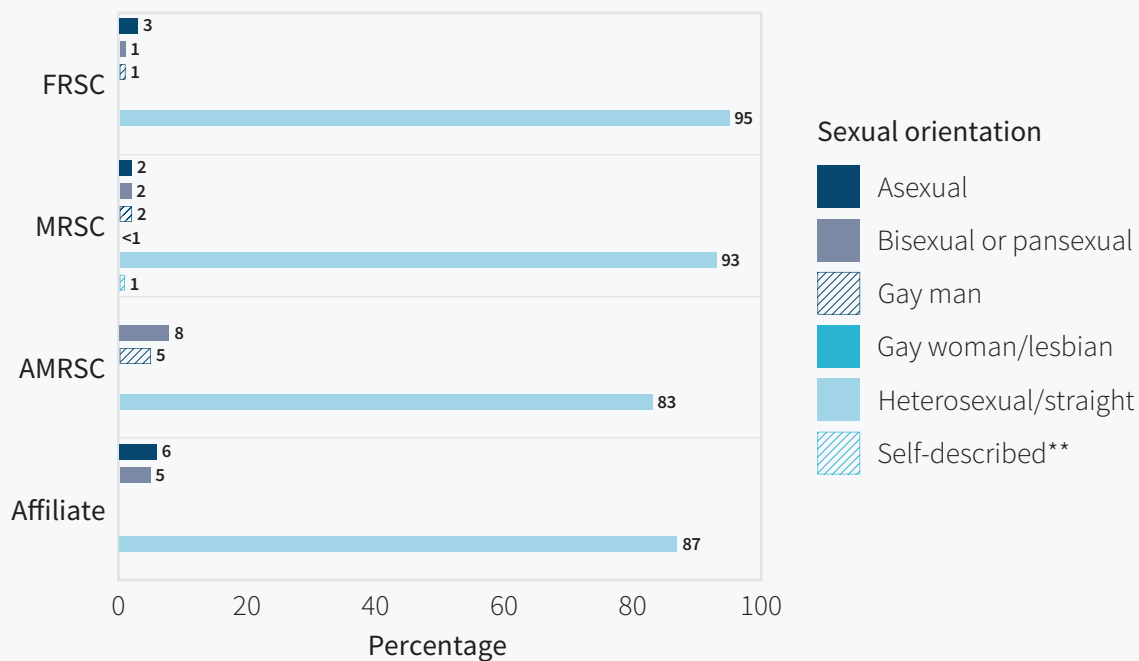
Category	Respondents	Total	Response rate (%)
FRSC	1,702	8,230	21
MRSC	3,608	23,557	15
AMRSC	638	5,259	12
Affiliate	369	4,083	9



## Membership | Sexual orientation

Category	Respondents	Total	Response rate* (%)
FRSC	916	8,230	11
MRSC	2,233	23,557	10
AMRSC	221	5,259	4
Affiliate	139	4,083	3

\*this data is a subset of membership survey data.



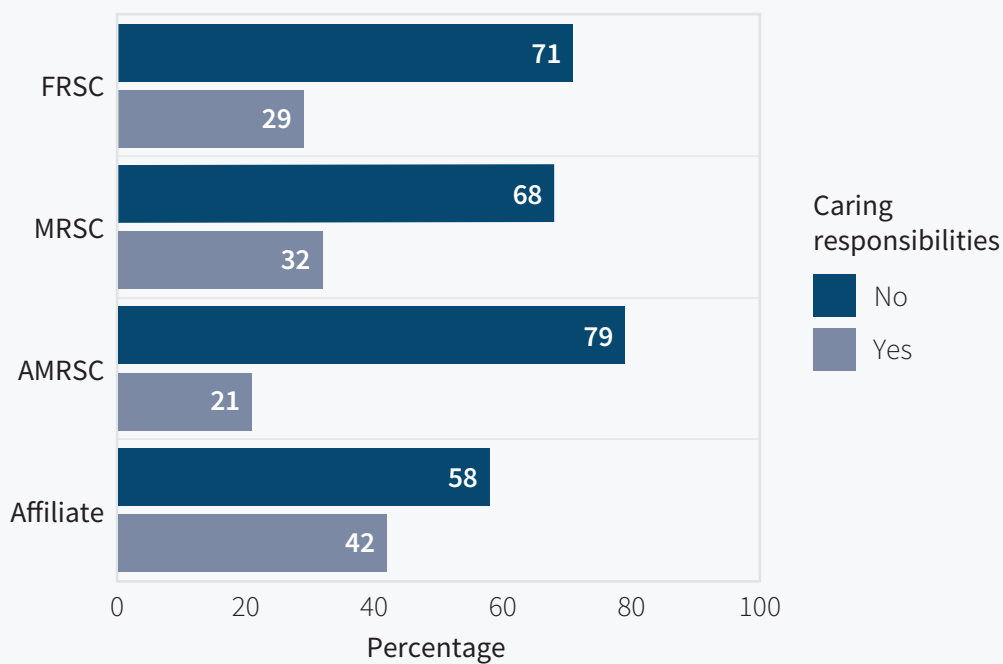
\*\*self-described sexual orientation included queer and questioning.

Due to rounding and/or removal of data sets that risk individuals' identification (less than 5) the sum of all data is not 100%.

## Membership | Caring responsibilities

Category	Respondents	Total	Response rate* (%)
FRSC	1,195	8,230	15
MRSC	2,769	23,557	12
AMRSC	491	5,259	9
Affiliate	257	4,083	6

\*this data is a subset of membership survey data.

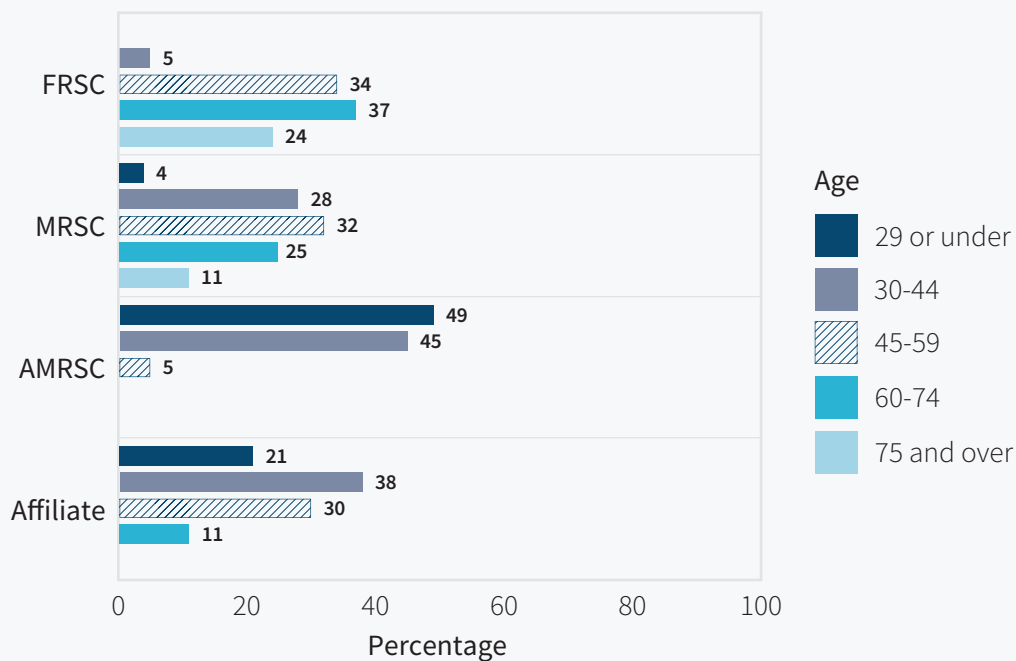




## Membership | Age

Category	Respondents	Total	Response rate* (%)
FRSC	1,228	8,230	15
MRSC	2,850	23,557	12
AMRSC	502	5,259	10
Affiliate	268	4,083	7

\*this data is a subset of membership survey data.

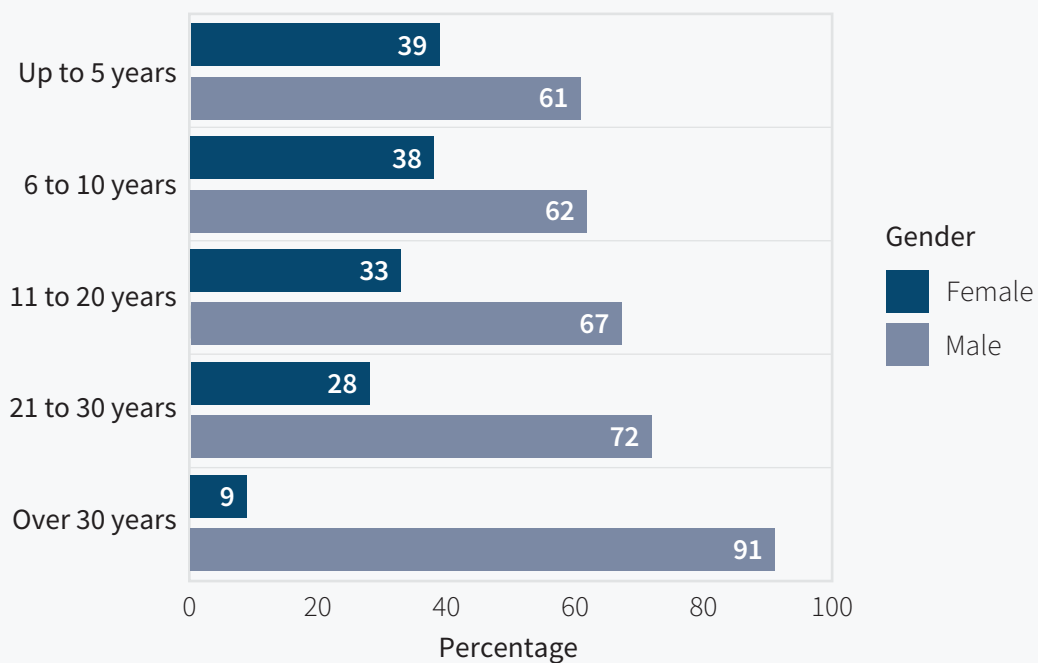


Due to rounding and/or removal of data sets that risk individuals' identification (less than 5) the sum of all data is not 100%.

## Membership by length | Gender

Category	Respondents	Total	Response rate* (%)
Up to 5 years	1,095	1,099	99
6 to 10 years	540	543	99
11 to 20 years	611	621	98
21 to 30 years	754	760	99
Over 30 years	1,766	1,772	99

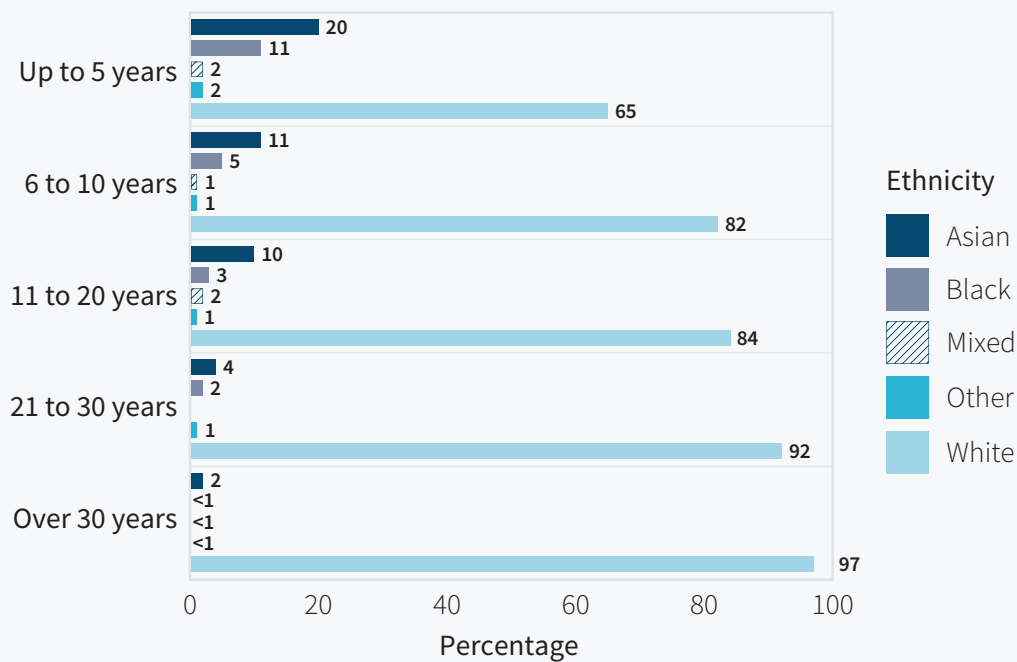
\*this data is a subset of membership survey data.



## Membership by length | Ethnicity

Category	Respondents	Total	Response rate* (%)
Up to 5 years	1,099	1,099	100
6 to 10 years	543	543	100
11 to 20 years	621	621	100
21 to 30 years	760	760	100
Over 30 years	1,772	1,772	100

\*this data is a subset of membership survey data.

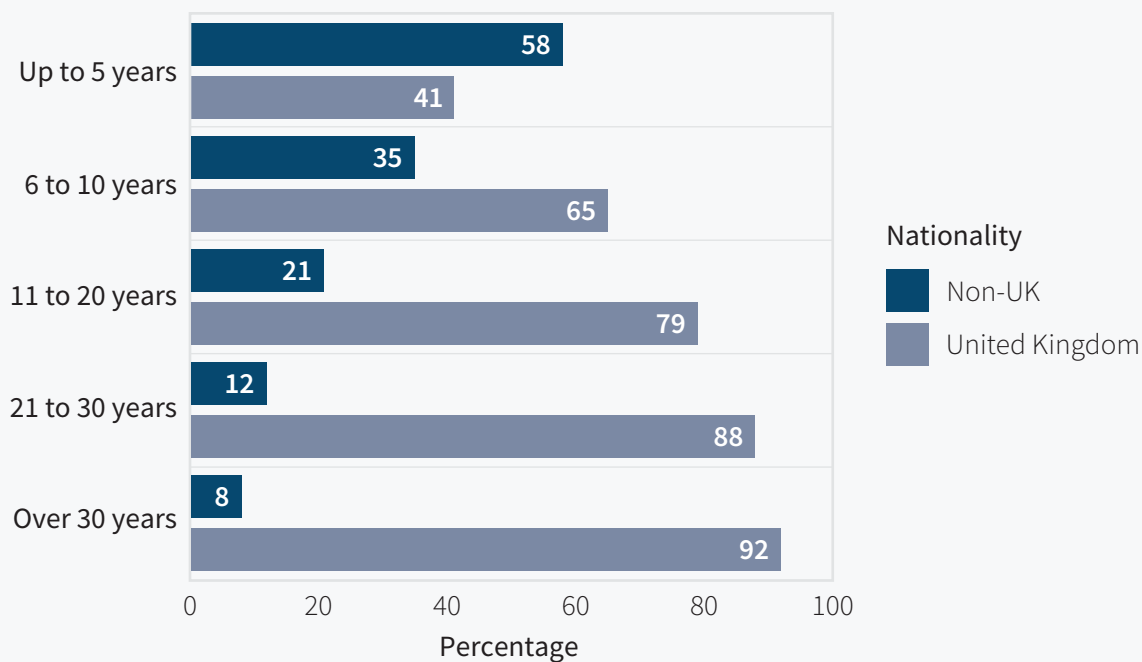


Due to rounding and/or removal of data sets that risk individuals' identification (less than 5) the sum of all data is not 100%.

## Membership by length | Nationality

Category	Respondents	Total	Response rate* (%)
Up to 5 years	1,099	1,099	100
6 to 10 years	543	543	100
11 to 20 years	621	621	100
21 to 30 years	760	760	100
Over 30 years	1,772	1,772	100

\*this data is a subset of membership survey data.

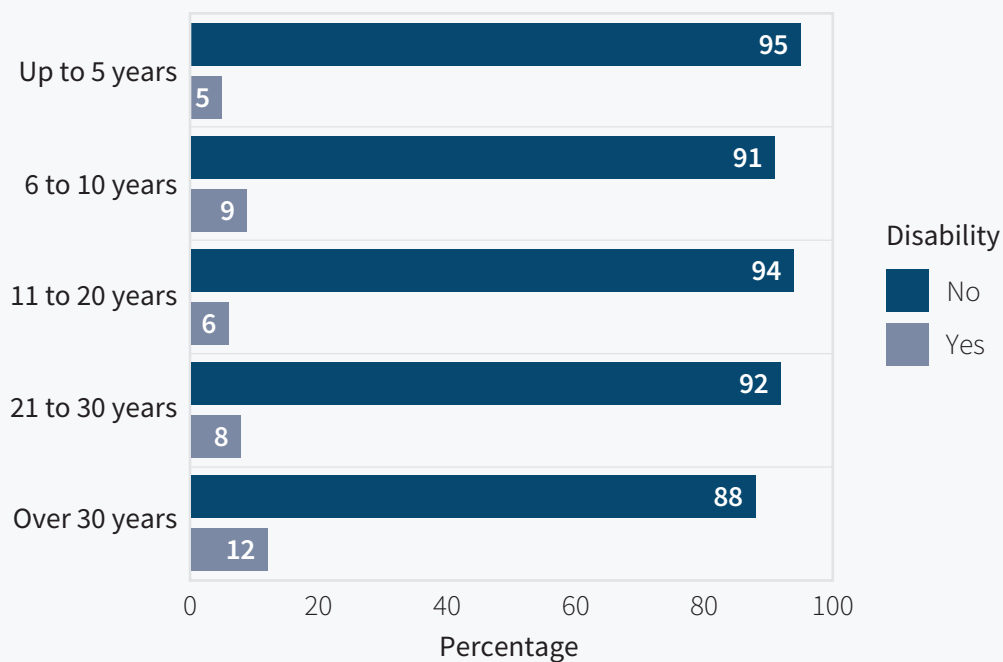


Due to rounding and/or removal of data sets that risk individuals' identification (less than 5) the sum of all data is not 100%.

## Membership by length | Disability

Category	Respondents	Total	Response rate* (%)
Up to 5 years	1,099	1,099	100
6 to 10 years	543	543	100
11 to 20 years	621	621	100
21 to 30 years	760	760	100
Over 30 years	1,772	1,772	100

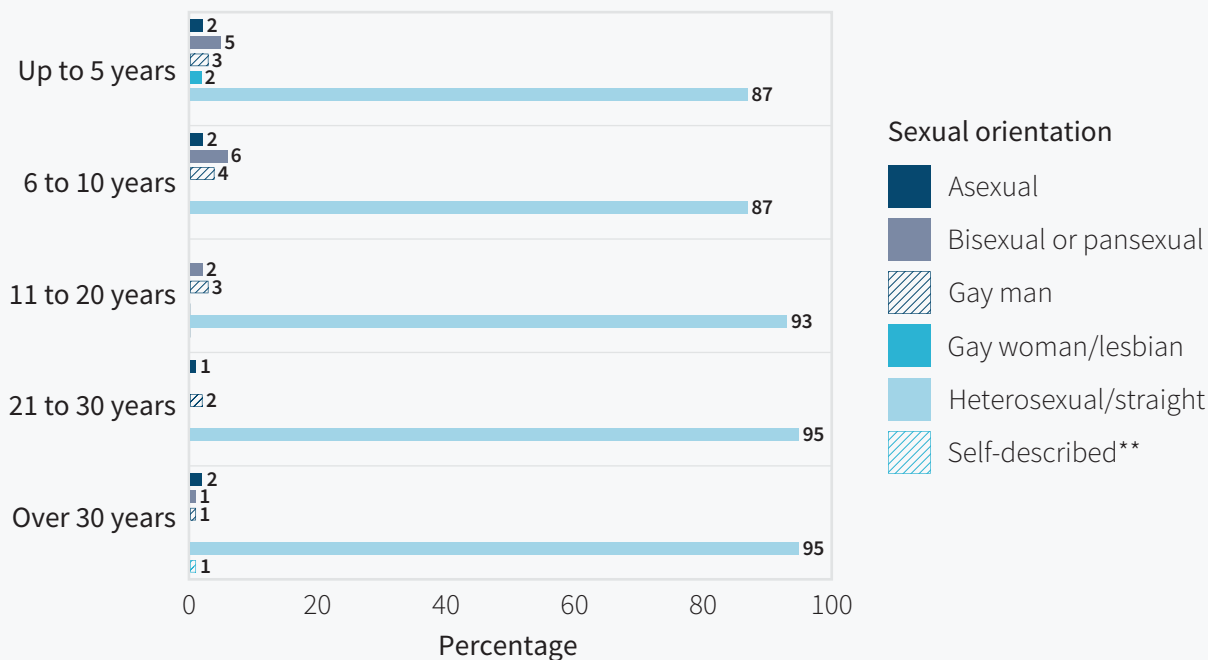
\*this data is a subset of membership survey data.



## Membership by length | Sexual orientation

Category	Respondents	Total	Response rate* (%)
Up to 5 years	423	1,099	389
6 to 10 years	343	543	63
11 to 20 years	473	621	76
21 to 30 years	651	760	86
Over 30 years	1,592	1,772	90

\*this data is a subset of membership survey data.



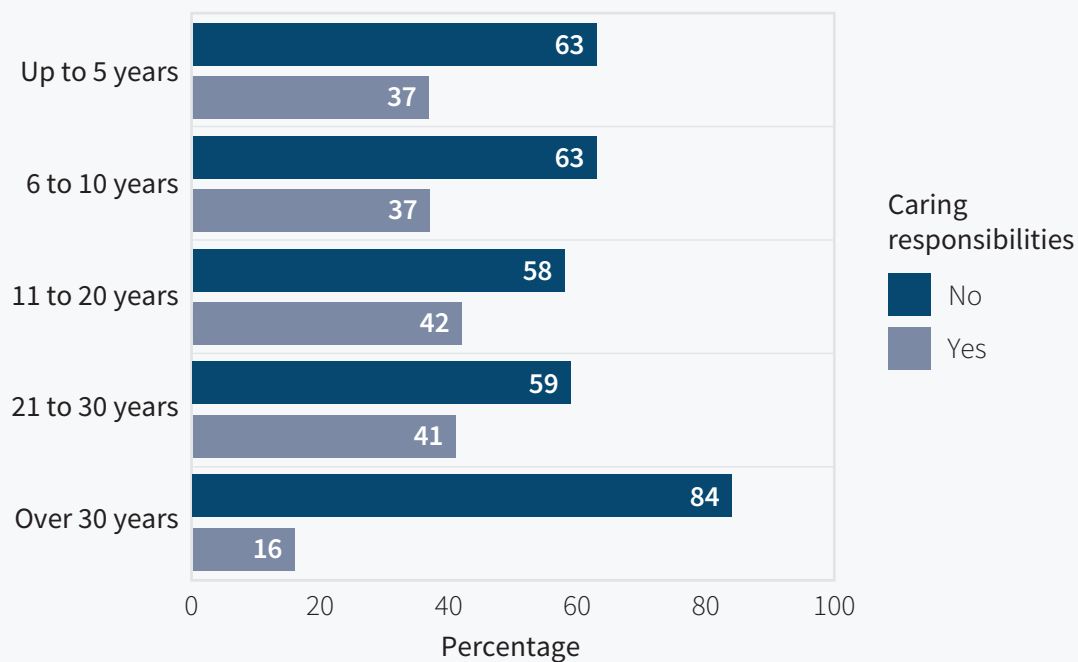
\*\*self-described sexual orientation included queer and questioning.

Due to rounding and/or removal of data sets that risk individuals' identification (less than 5) the sum of all data is not 100%.

## Membership by length | Caring responsibilities

Category	Respondents	Total	Response rate* (%)
Up to 5 years	1,066	1,099	97
6 to 10 years	522	543	96
11 to 20 years	598	621	96
21 to 30 years	729	760	96
Over 30 years	1,729	1,772	98

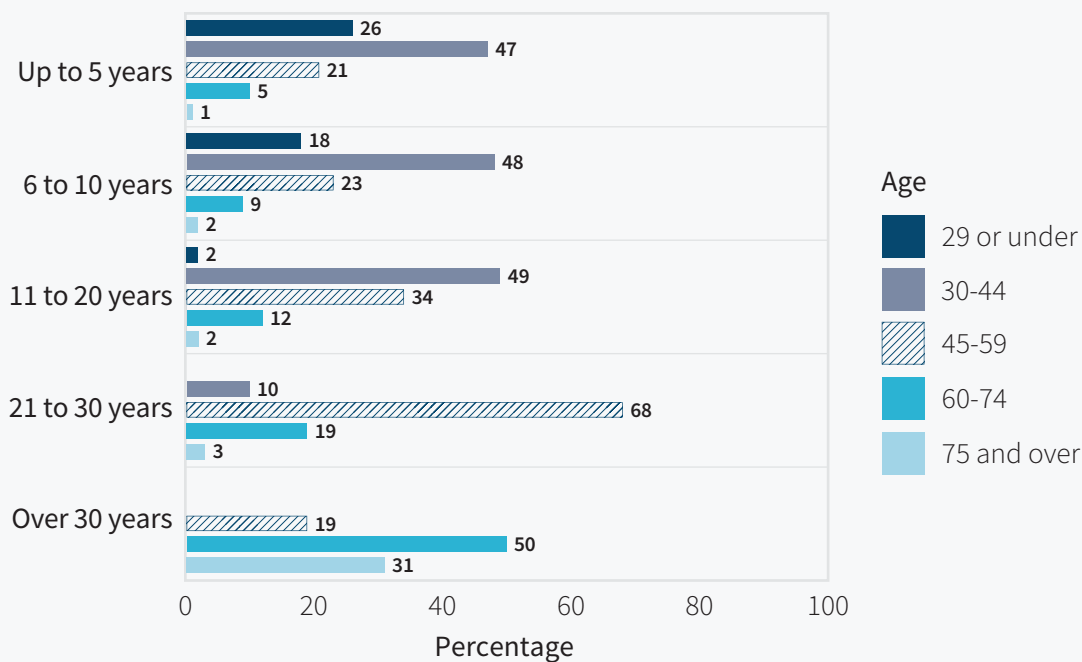
\*this data is a subset of membership survey data.



## Membership by length | Age

Category	Respondents	Total	Response rate* (%)
Up to 5 years	1,096	1,099	99
6 to 10 years	539	543	99
11 to 20 years	615	621	99
21 to 30 years	756	760	99
Over 30 years	1,768	1,772	99

\*this data is a subset of membership survey data.



Due to rounding and/or removal of data sets that risk individuals' identification (less than 5) the sum of all data is not 100%.

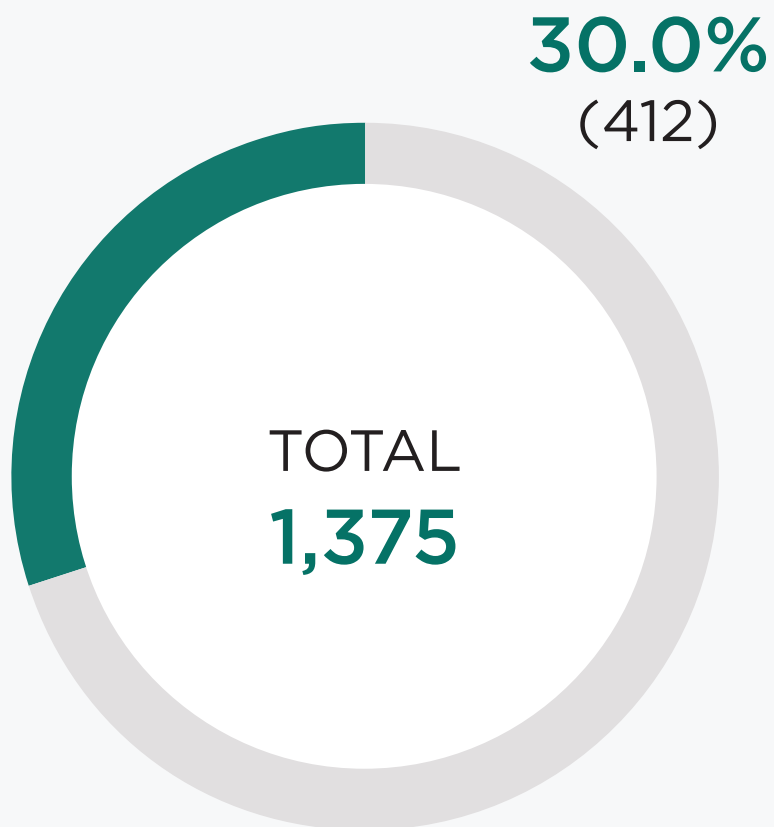


## Member-led committees

We have over 130 member-led committees. Each year, they organise a huge range of events and activities to support our members and the wider community.

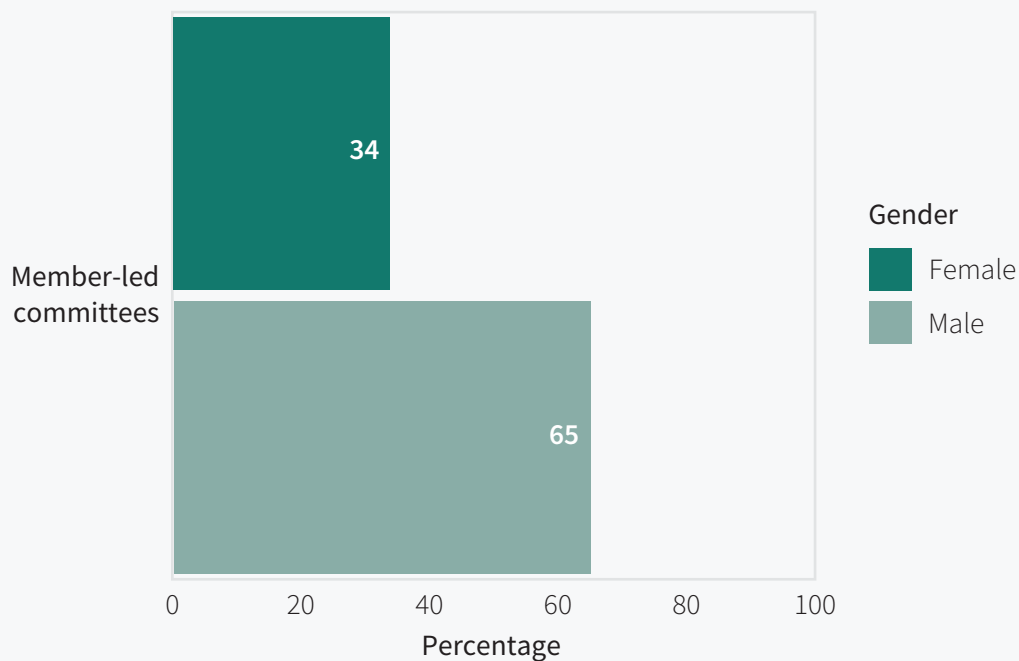
Our local sections support members in their local areas – inside and outside the UK – and our interest groups support the general advancement of the chemical sciences in their subject area, including by the dissemination of knowledge through scientific meetings. In June 2020, we invited all current members of member-led committees to complete an online diversity monitoring survey. A total of 1,375 members were asked to complete the survey, of whom 412 (30.0%) responded.

## Overall response rates for member-led committees



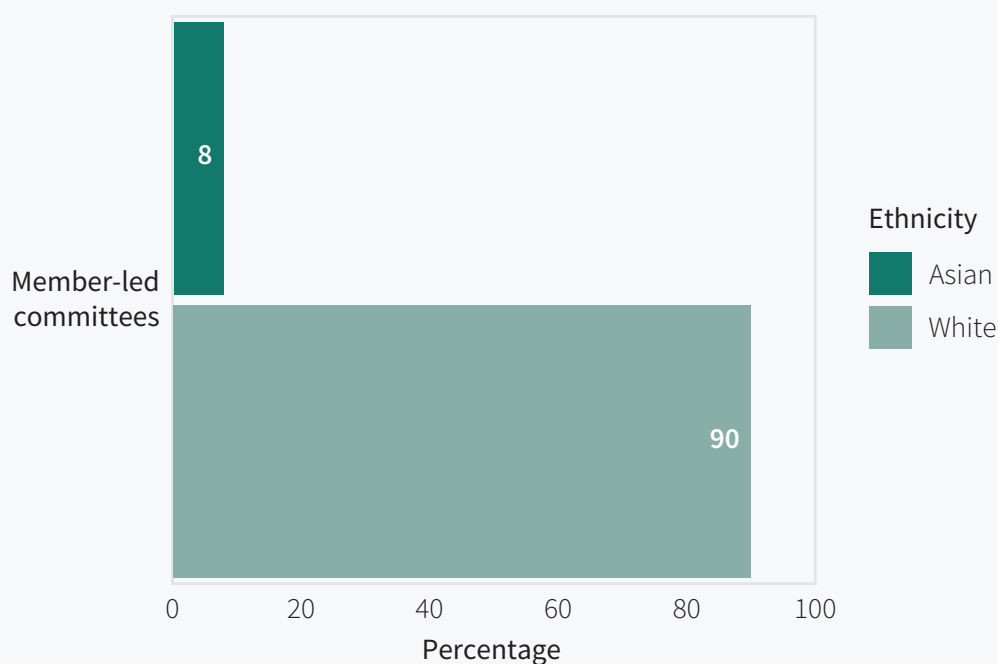
**Member-led committees**

## Member-led committees | Gender



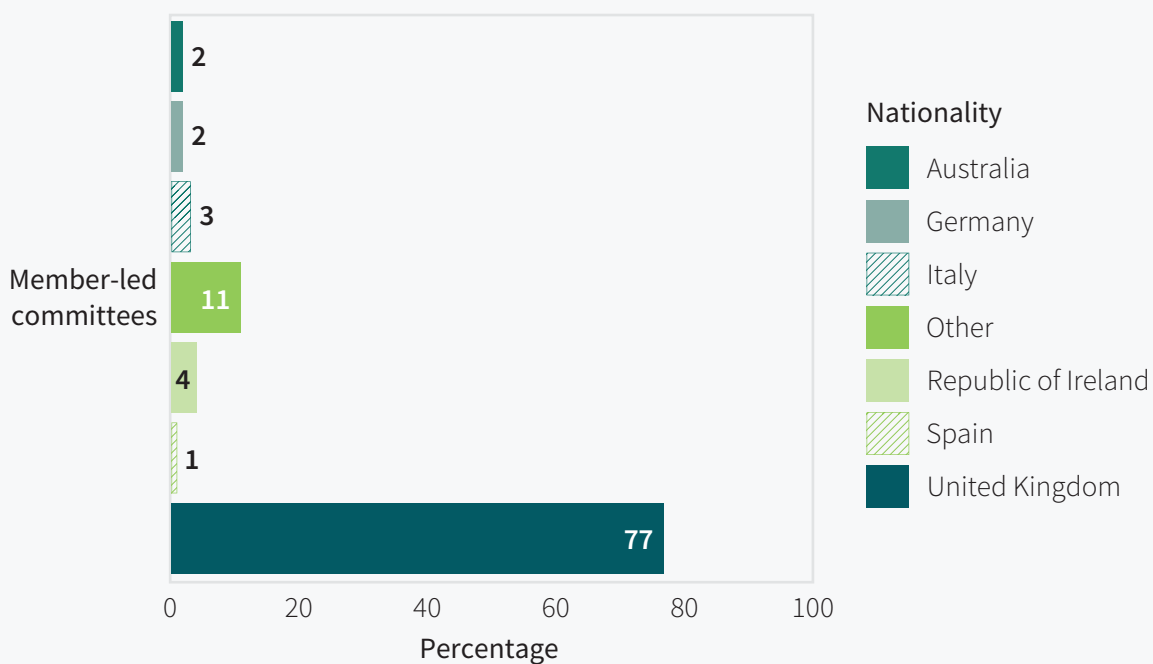
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## Member-led committees | Ethnicity

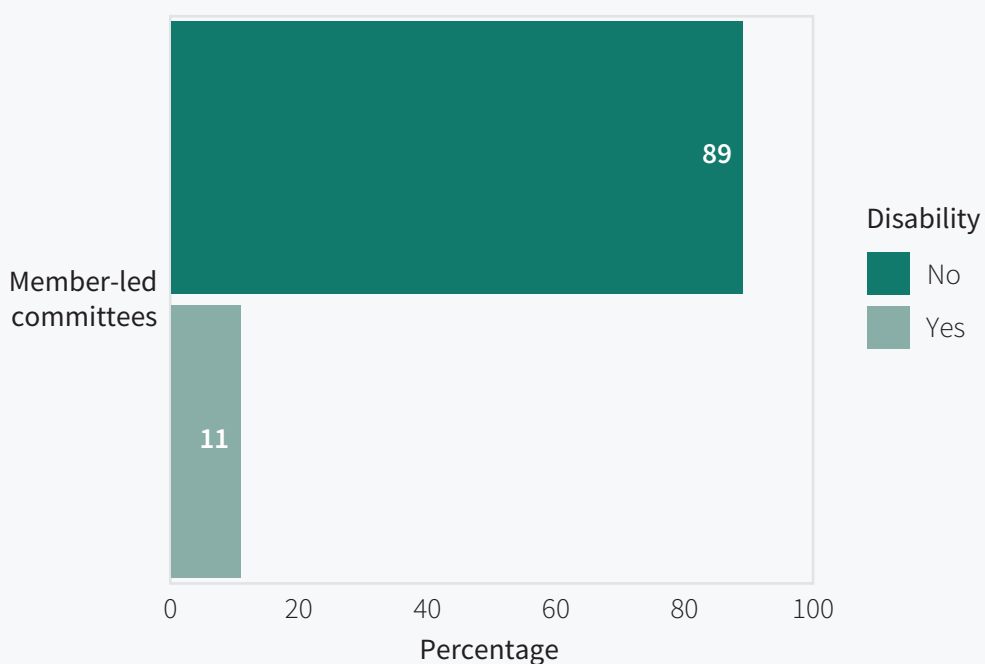


Due to rounding and/or removal of data sets that risk individuals' identification (less than 5) the sum of all data is not 100%.

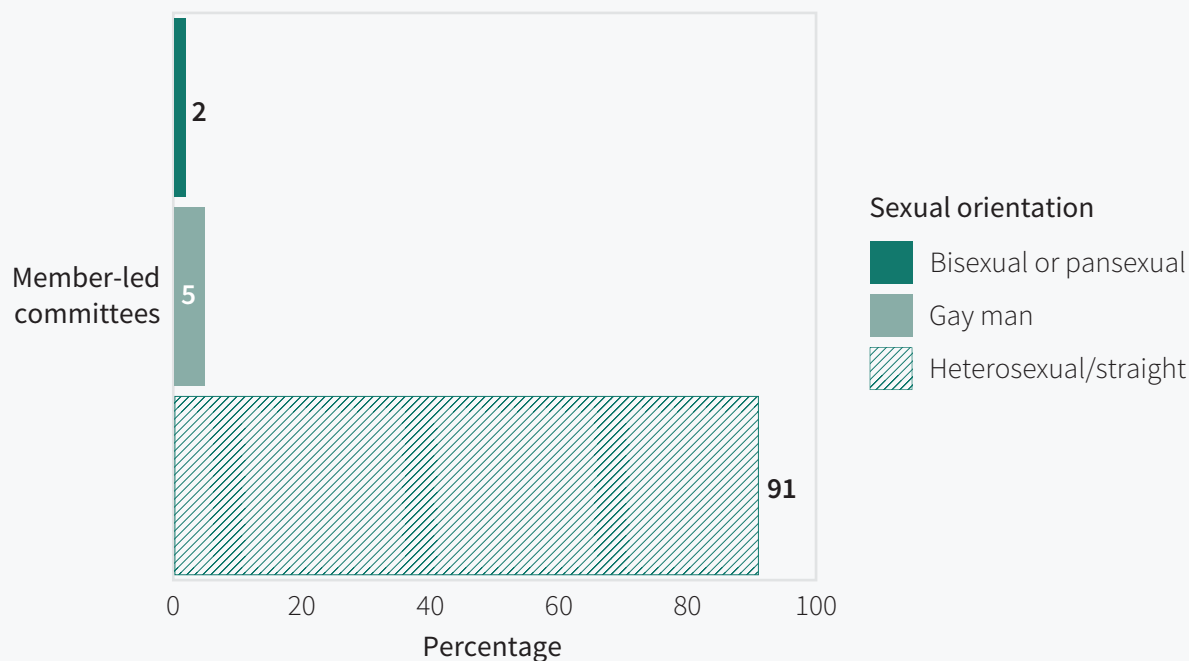
## Member-led committees | Nationality



## Member-led committees | Disability

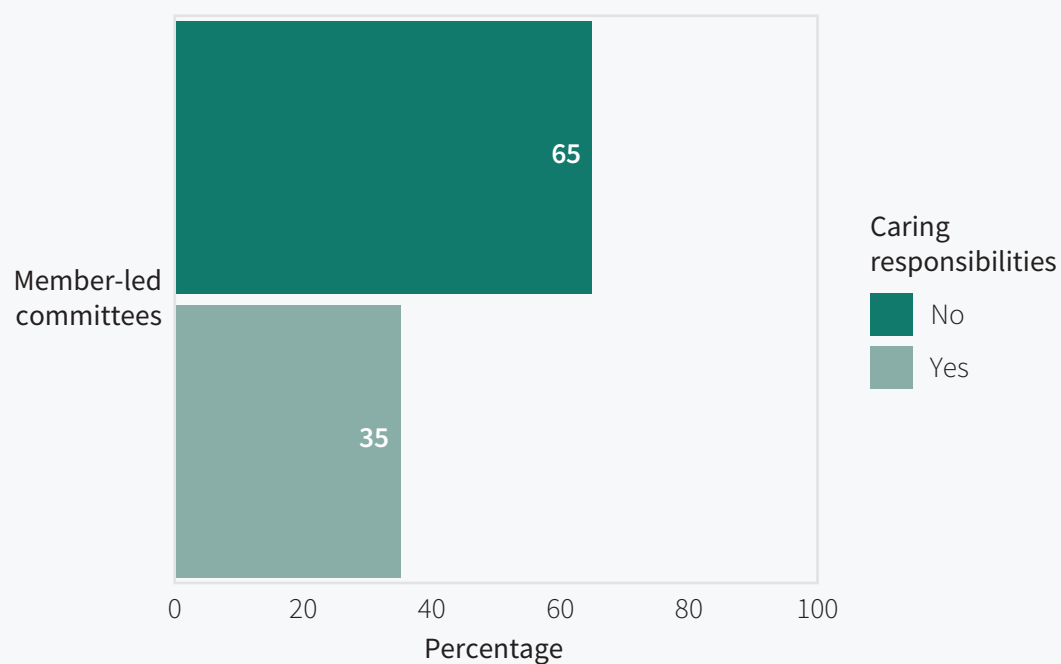


## Member-led committees | Sexual orientation

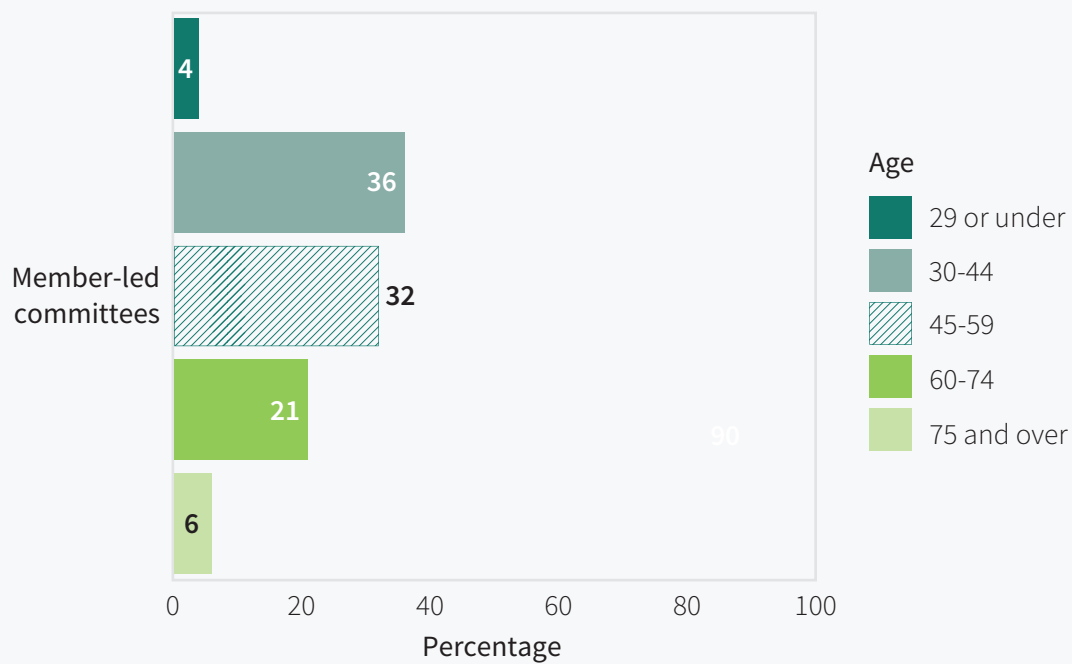


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## Member-led committees | Caring responsibilities



## Member-led committees | Age



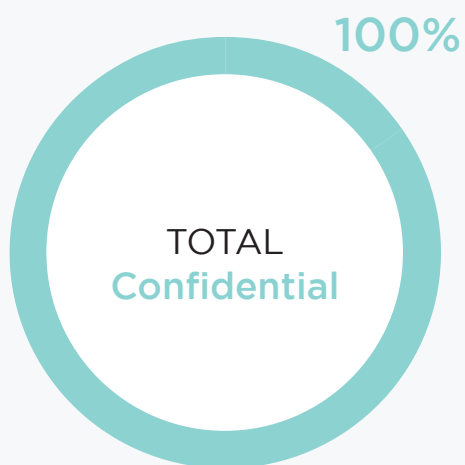
Due to rounding and/or removal of data sets that risk individuals' identification (less than 5) the sum of all data is not 100%.

## Prizes

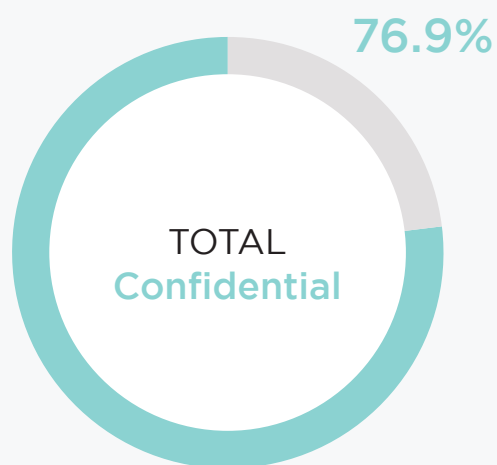
Our prize programme recognises individuals and teams for exceptional achievements in advancing the chemical sciences, in everything from education and research to innovation, policy and volunteering. In 2020, 63 prizes were open for nominations.

We sent diversity monitoring surveys throughout the process of awarding prizes to all judges, nominators, nominees and winners. There were 71 judges of whom 36 (51%) responded and 68 individual winners of whom 55 (81%) responded. 100% of nominators and 77% of individual nominees responded to the survey. The number of nominations is kept confidential.

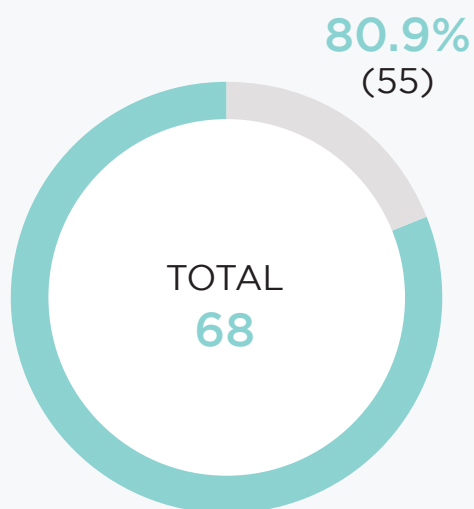
## Overall response rates for prizes



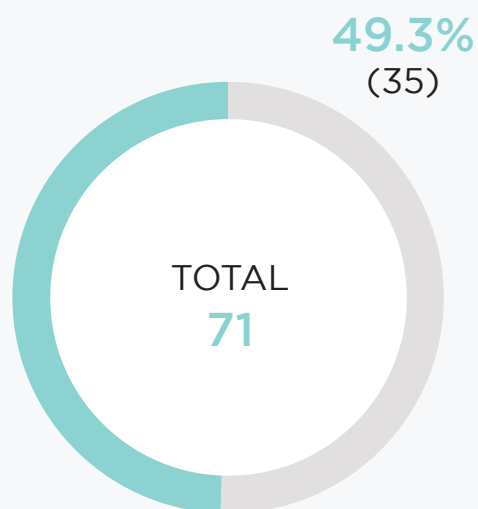
**NOMINATORS**



**NOMINEES**



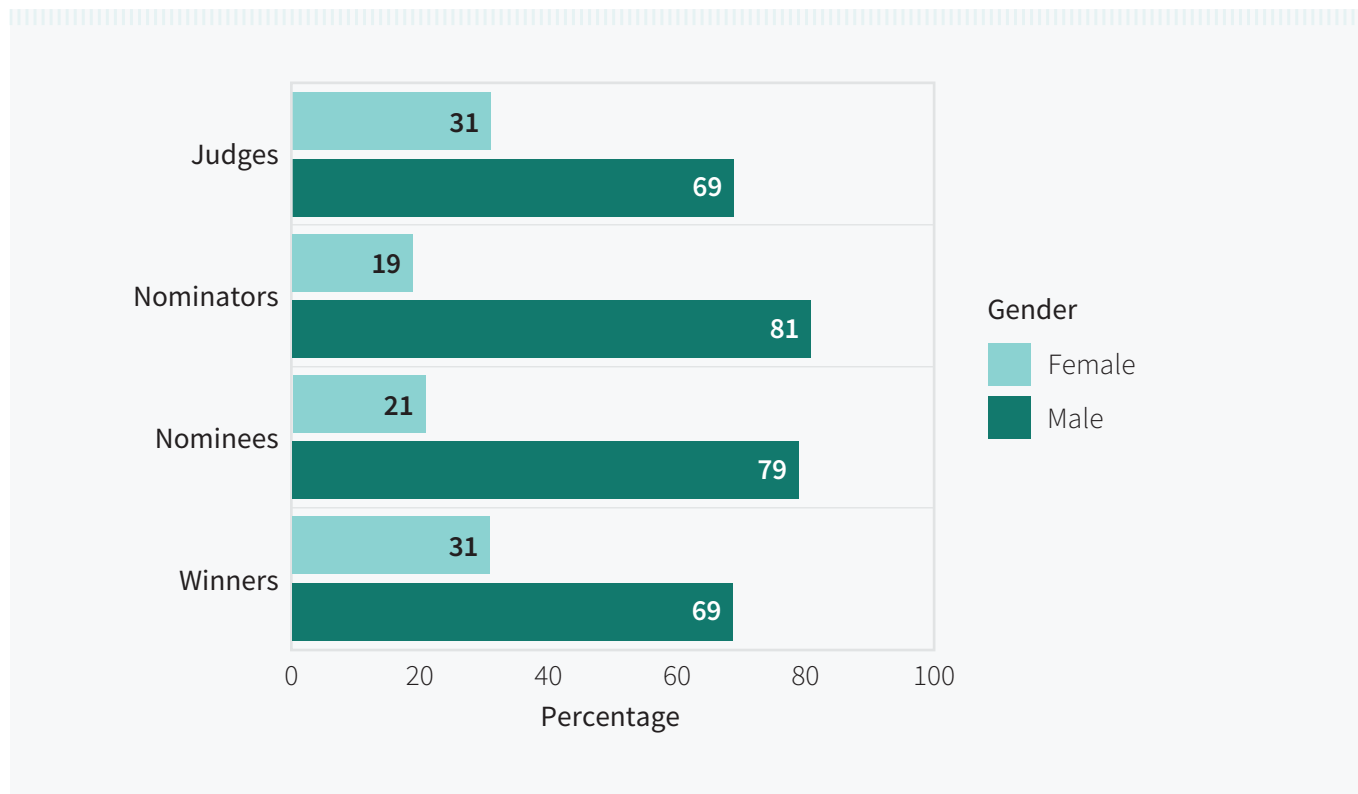
**WINNERS**



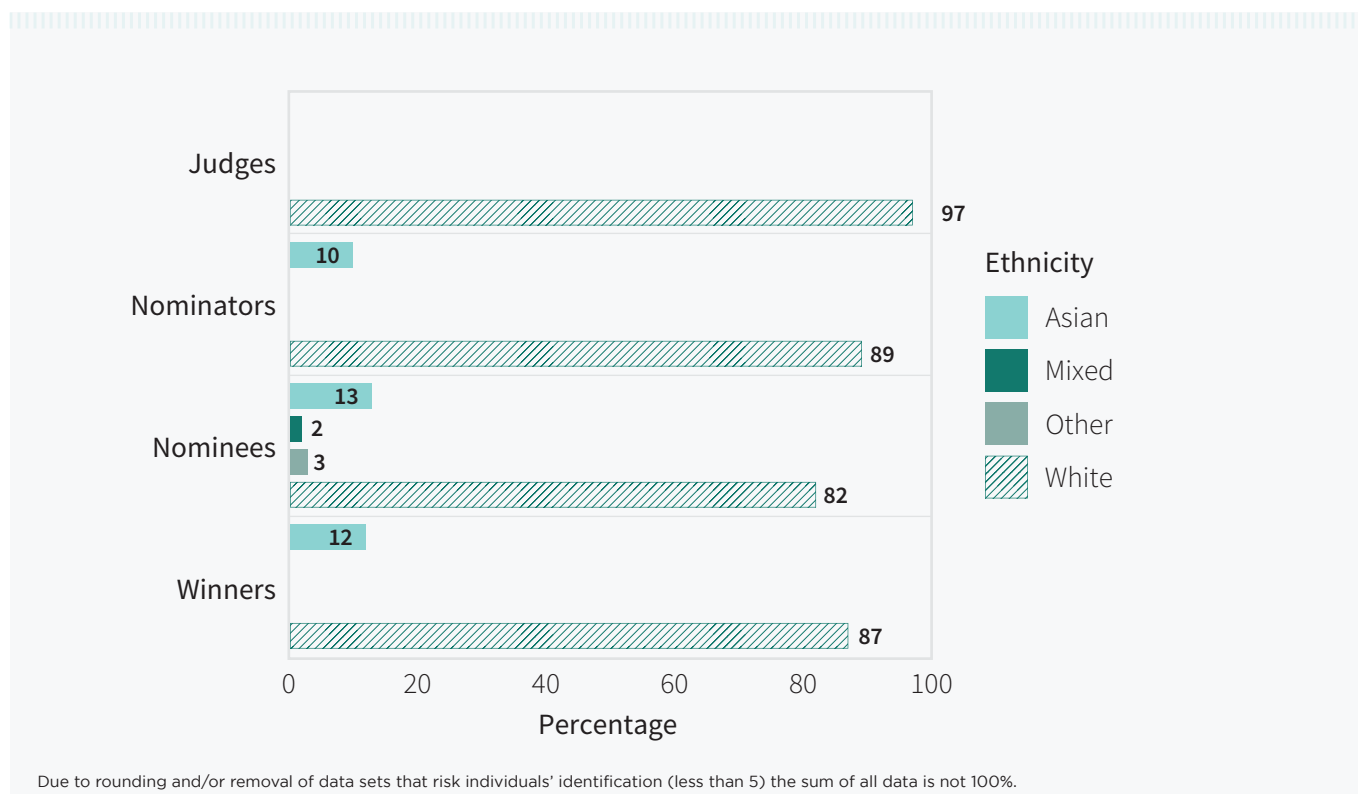
**JUDGES**



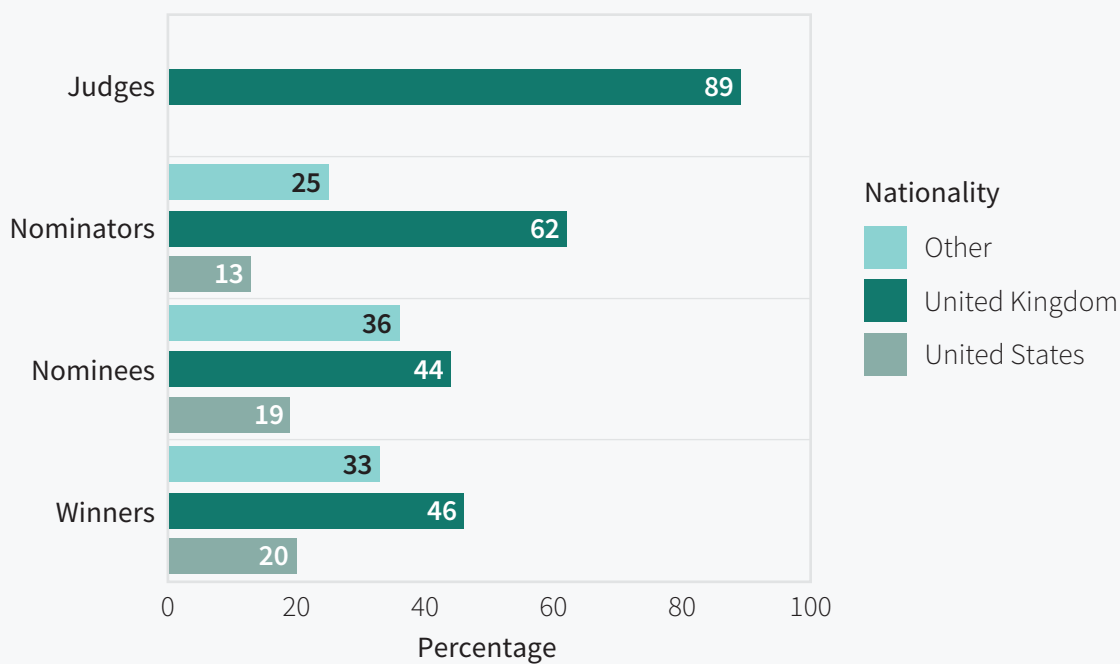
## Prizes | Gender



## Prizes | Ethnicity

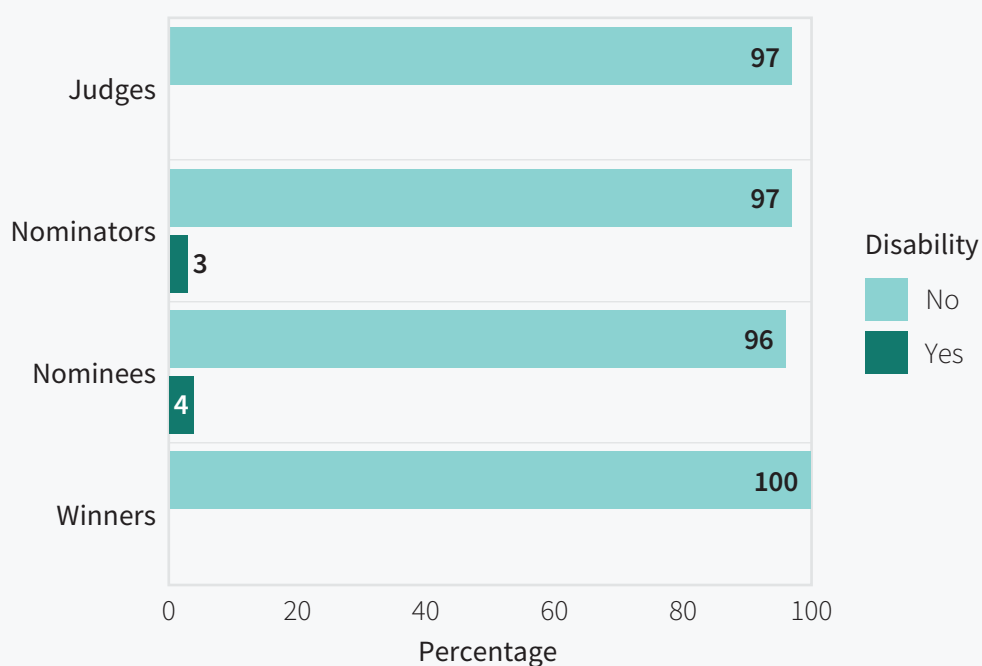


## Prizes | Nationality



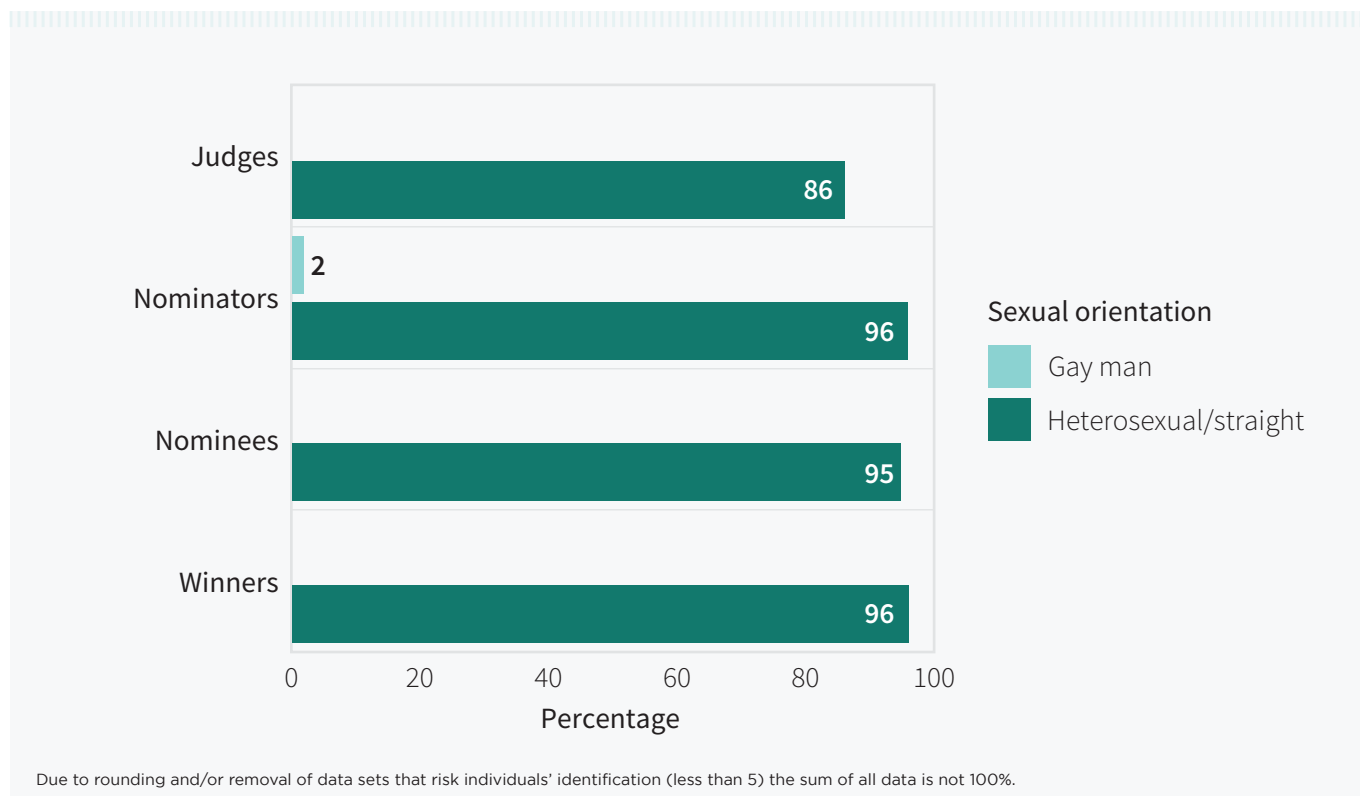
Due to rounding and/or removal of data sets that risk individuals' identification (less than 5) the sum of all data is not 100%.

## Prizes | Disability

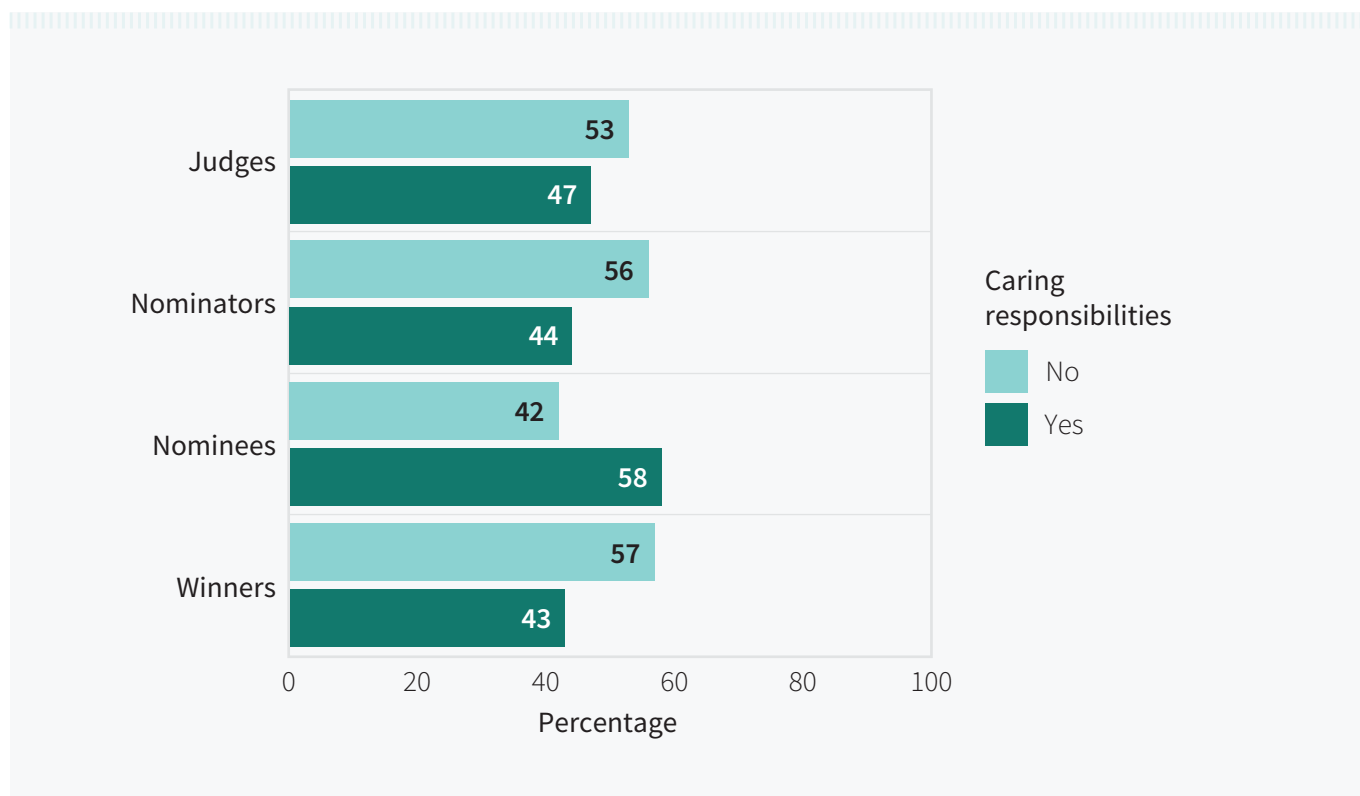


Due to rounding and/or removal of data sets that risk individuals' identification (less than 5) the sum of all data is not 100%.

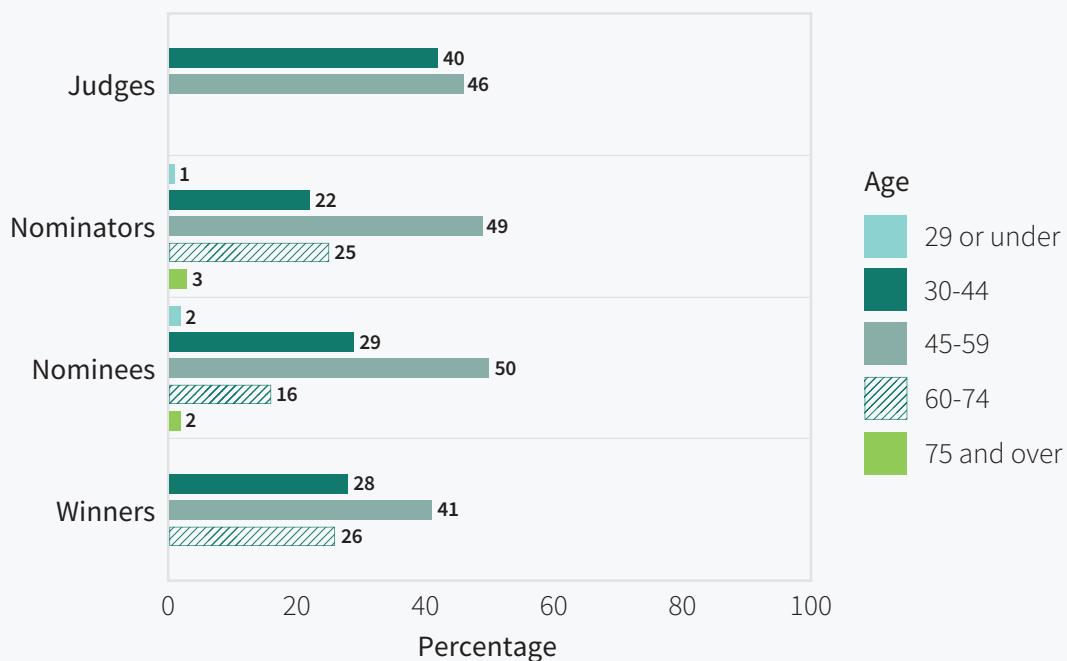
## Prizes | Sexual orientation



## Prizes | Caring responsibilities



## Prizes | Age



Due to rounding and/or removal of data sets that risk individuals' identification (less than 5) the sum of all data is not 100%.

## Grants

Our grants and funding opportunities exist to support members and the wider community. We offer support with travel, event attendance, outreach activities and research, as well as tailored assistance, at every career stage. The specific grant programmes highlighted in this section are case studies.

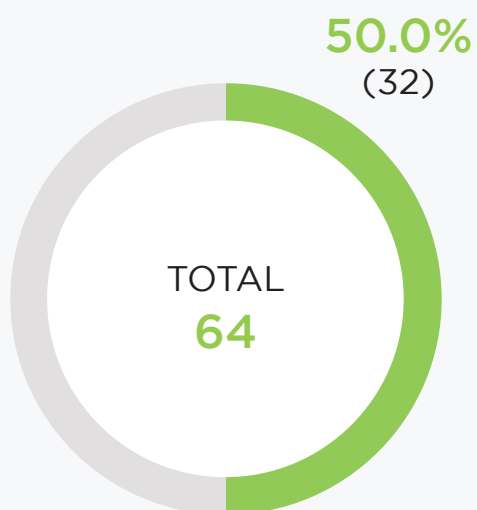
The Inclusion and Diversity Fund provides financial support for community-driven projects that directly investigate or address inclusion and diversity issues in the chemical sciences. We collected diversity data during application.

The Outreach Fund provides financial support to individuals and organisations to enable them to run chemistry-based public and school engagement activities. We sent the diversity monitoring survey to current Outreach Fund grant holders.

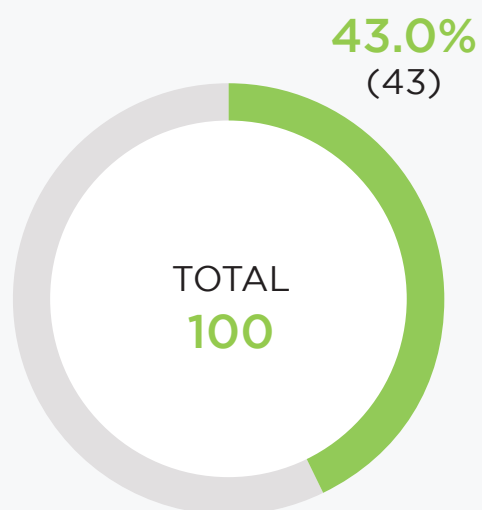
The Grants for Carers scheme helps individuals to attend scientific events by covering additional costs they would incur paying for care that they would usually provide. We collected diversity data during application.

The Grants for Researchers include: Research Fund to support members in starting new projects, Researcher Mobility Grants to support individuals in visiting international collaborators, travel grants to support members in attending conferences worldwide (including travel bursaries for RSC-run conferences allocated on a first come, first served basis to eligible applicants), and Undergraduate Research Bursaries to support undergraduate students to conduct a summer research project. We collected gender and geographical information as part of the application process. Data is shown for awardees.

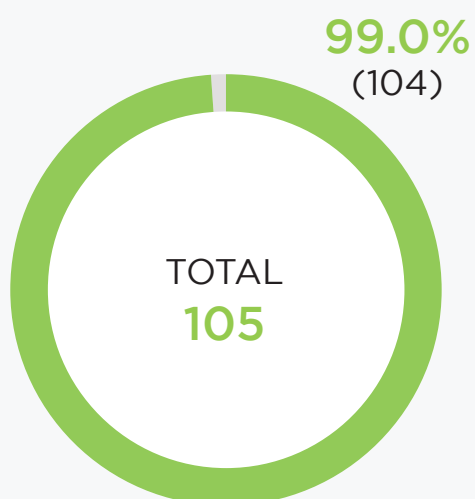
## Overall response rates for grants



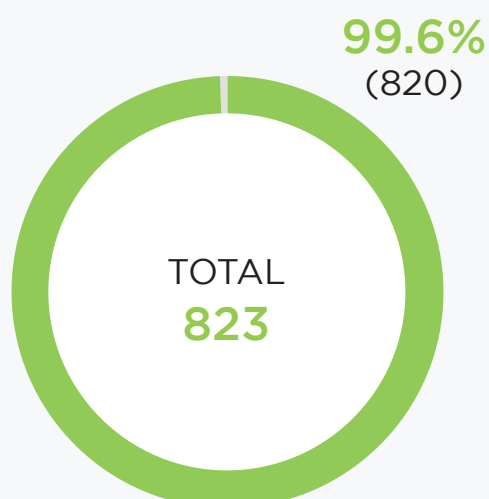
**INCLUSION &  
DIVERSITY FUND**



**OUTREACH  
FUND**

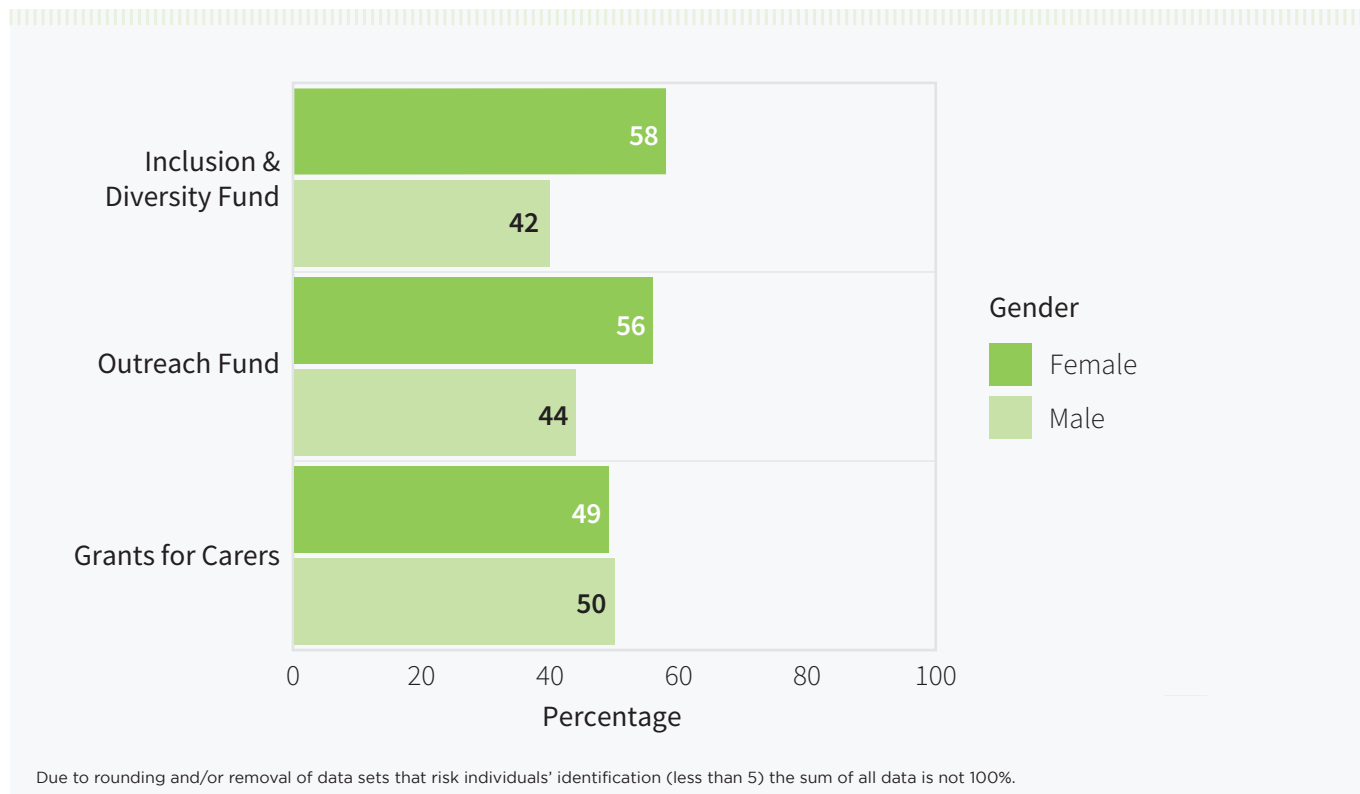


**GRANTS  
FOR CARERS**

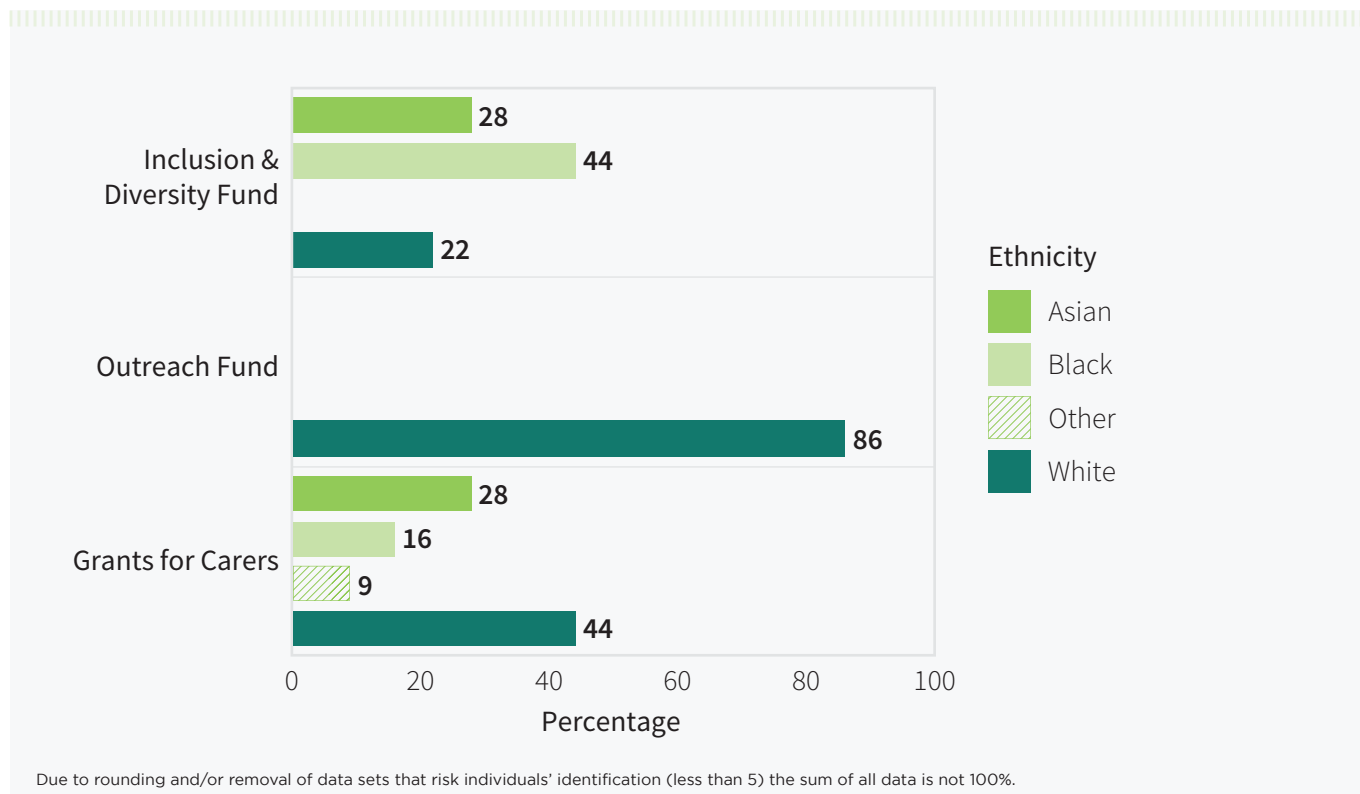


**GRANTS FOR  
RESEARCHERS**

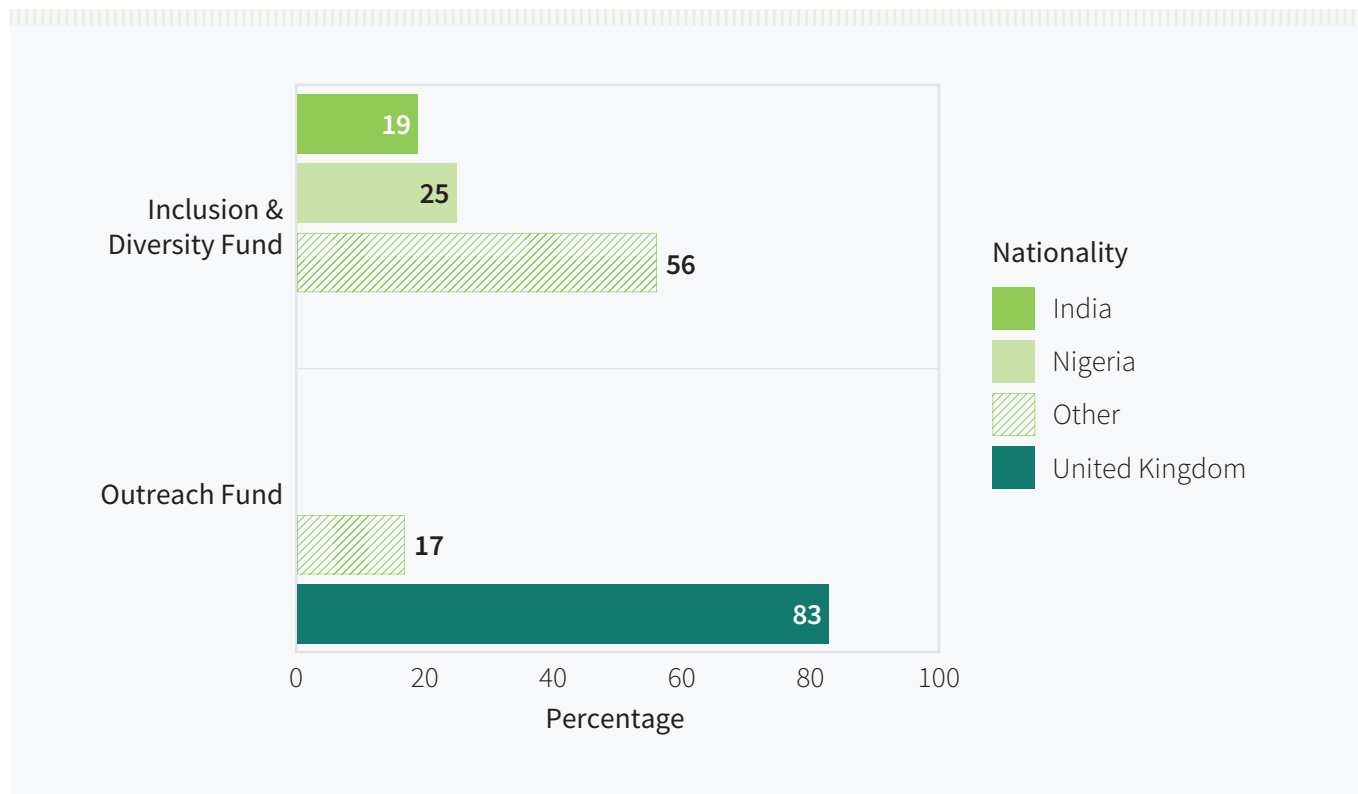
## Grants | Gender



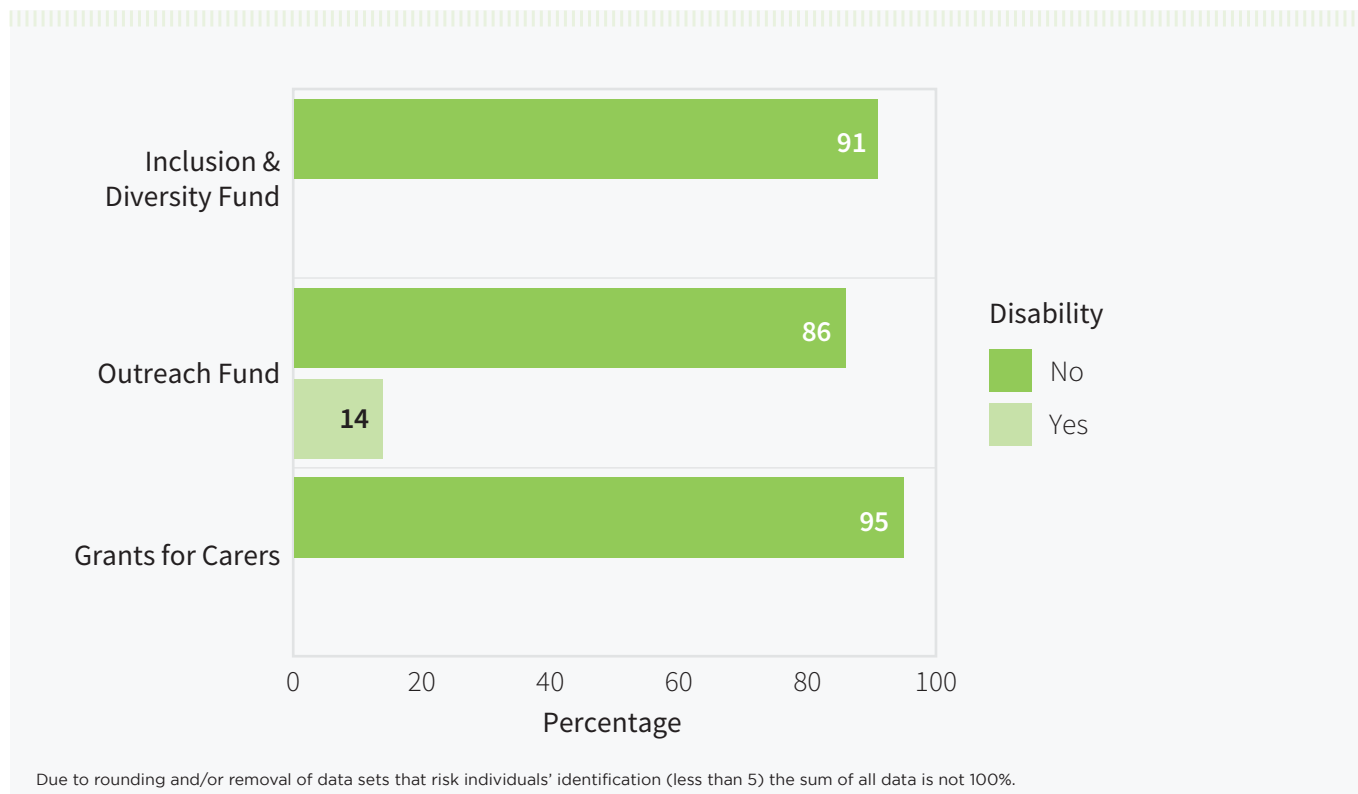
## Grants | Ethnicity



## Grants | Nationality



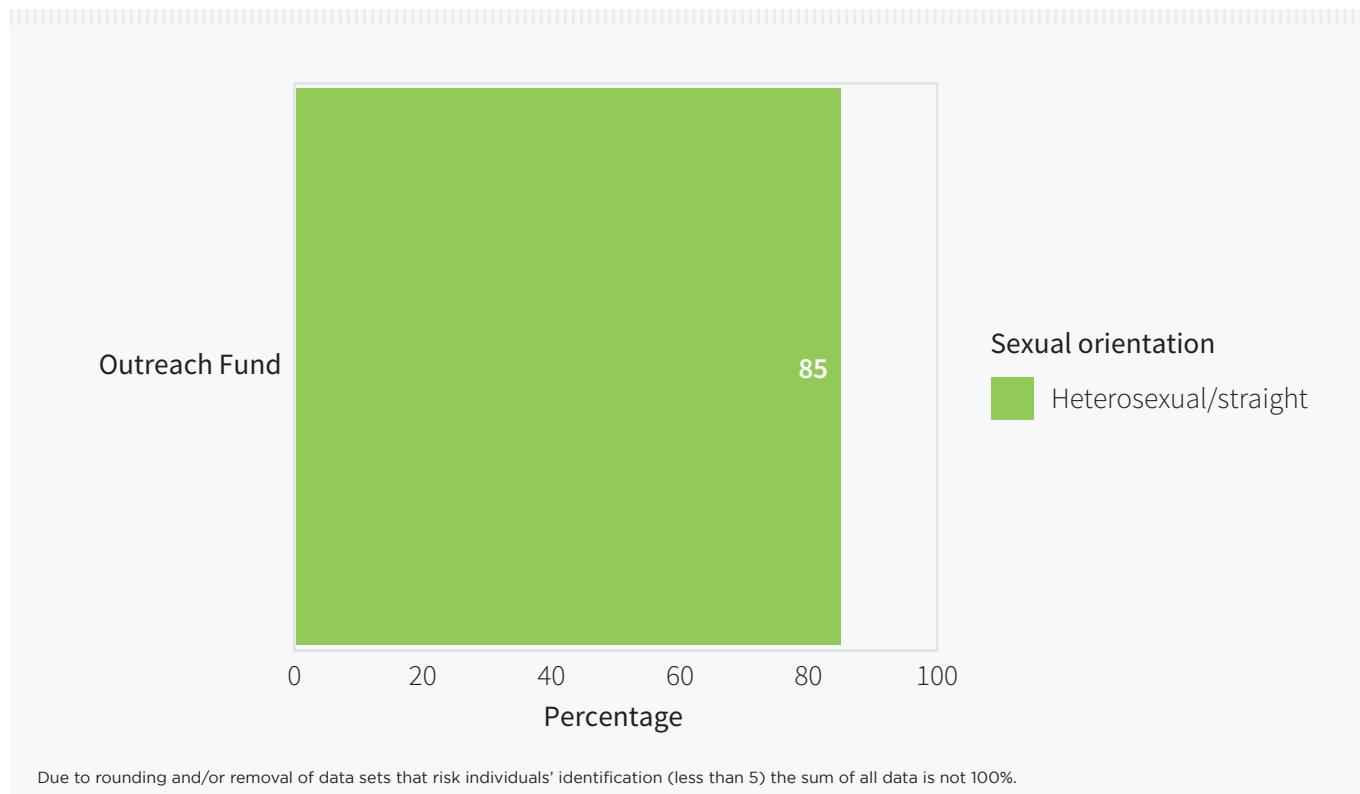
## Grants | Disability



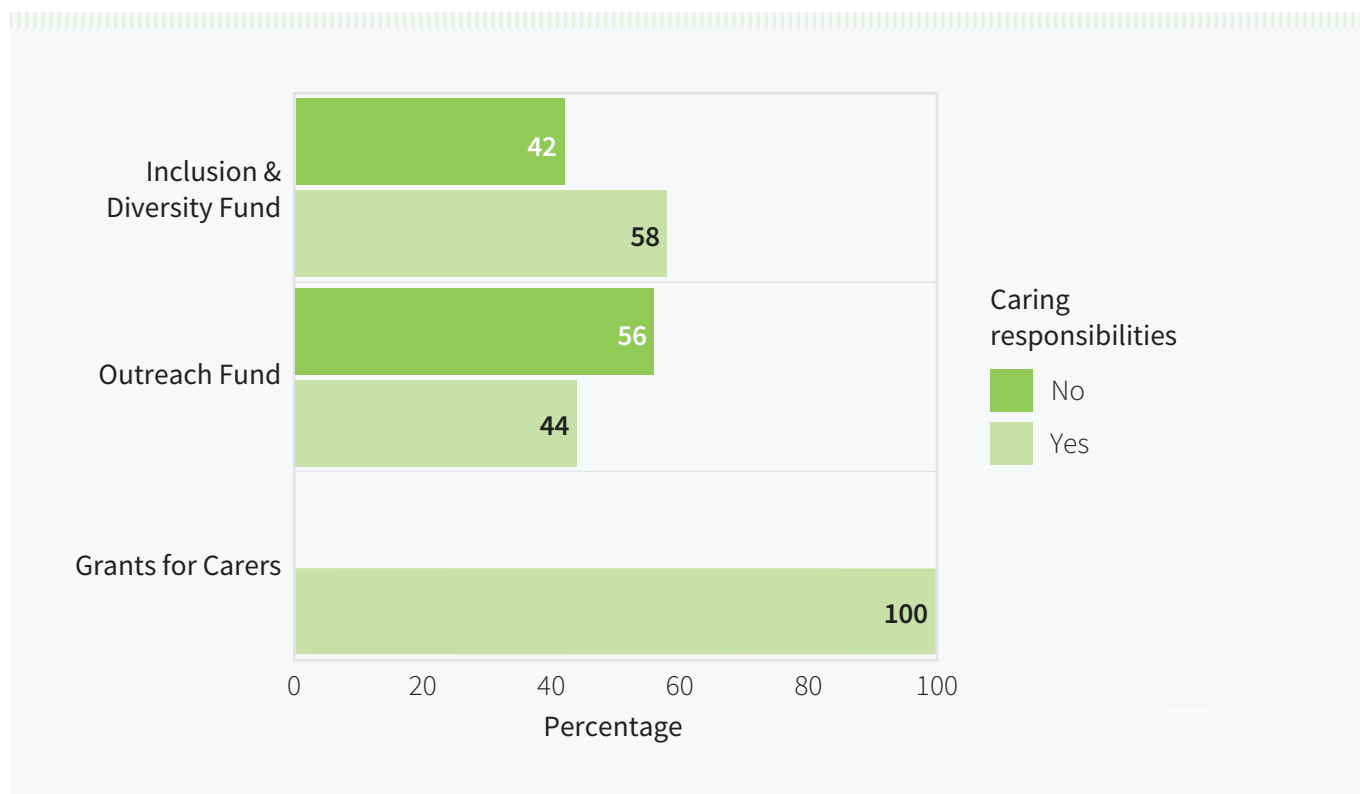
Due to rounding and/or removal of data sets that risk individuals' identification (less than 5) the sum of all data is not 100%.



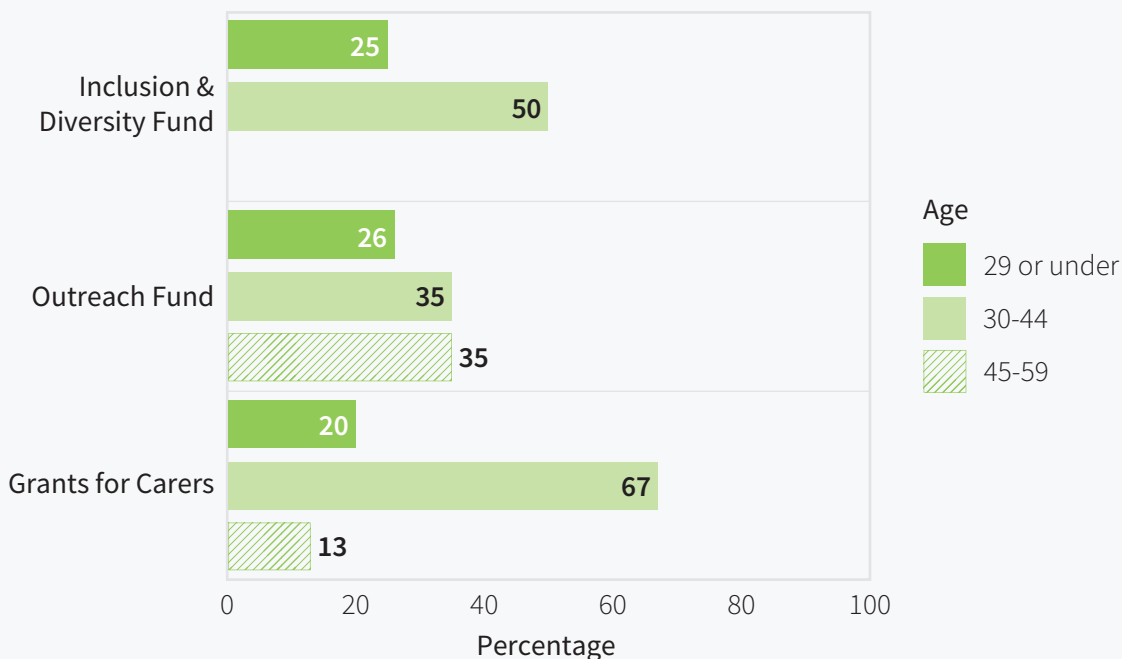
## Grants | Sexual orientation



## Grants | Caring responsibilities

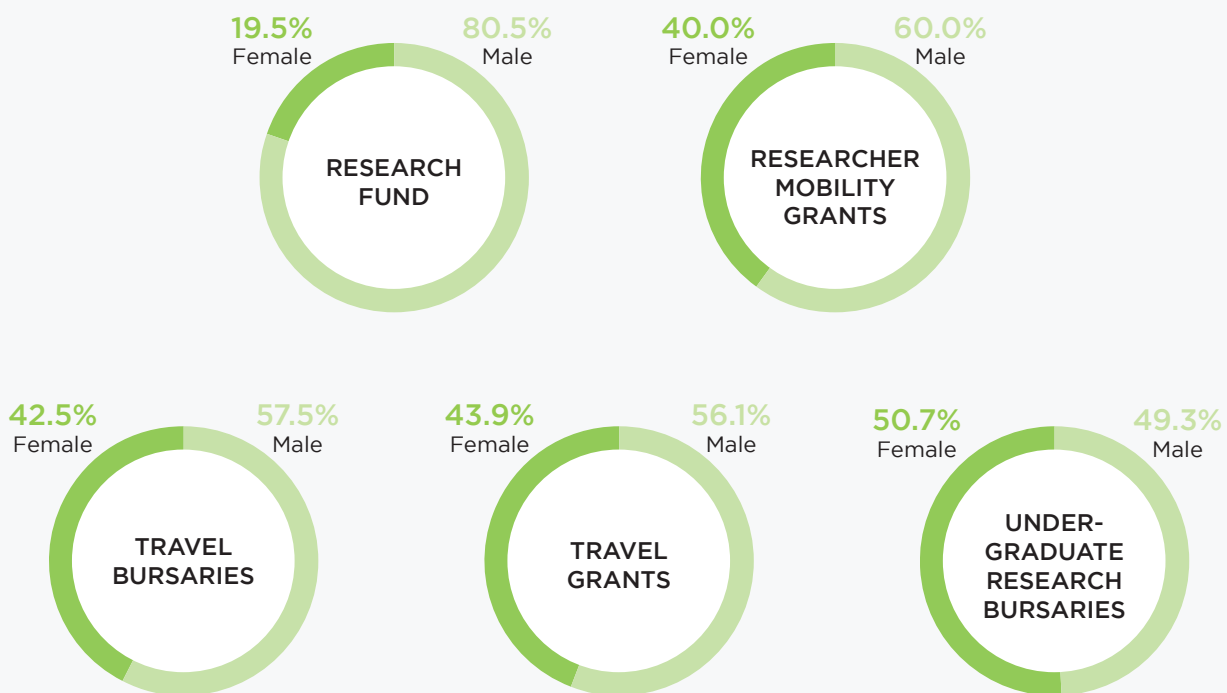


## Grants | Age



Due to rounding and/or removal of data sets that risk individuals' identification (less than 5) the sum of all data is not 100%.

## Grants for researchers | Gender



## Research Fund | Geographical distribution

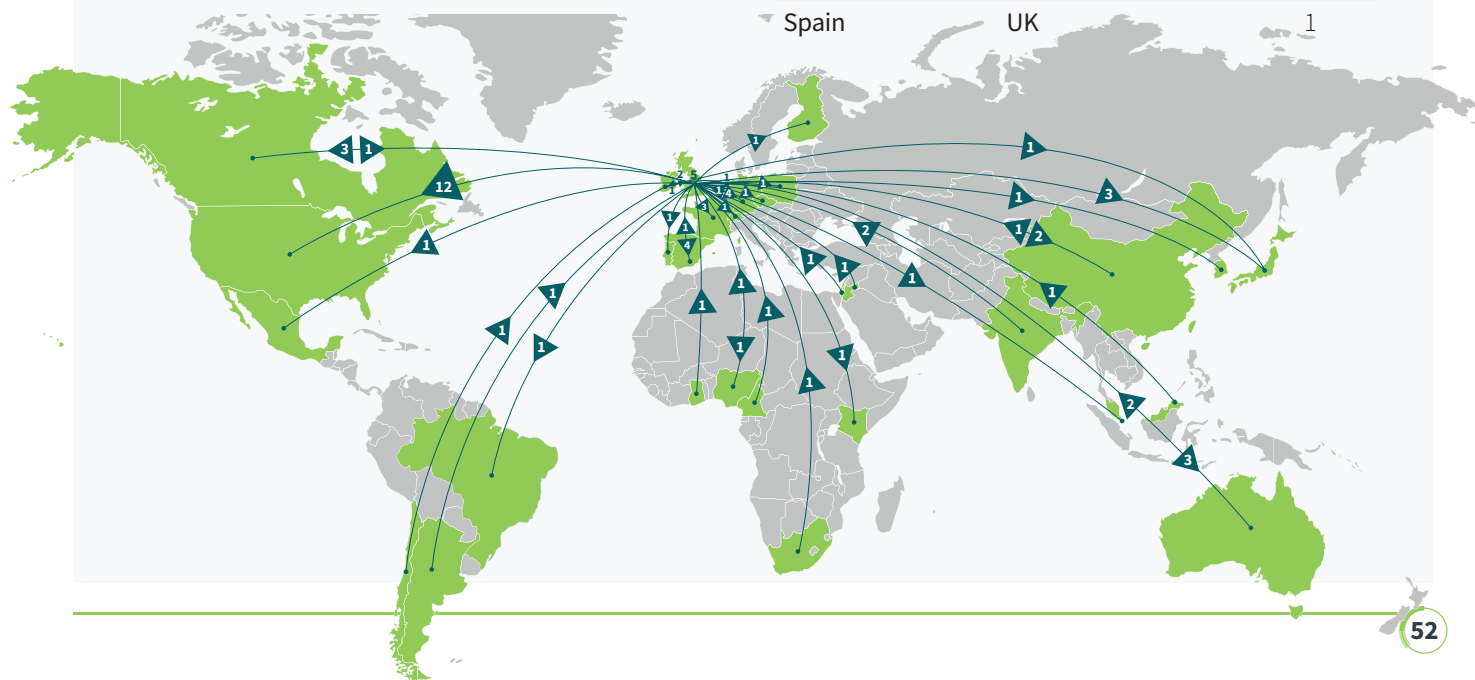
Country	Total	Country	Total
United Kingdom	21	Ghana	1
Republic of Ireland	2	India	1
Italy	3	Israel	1
Portugal	2	Madagascar	1
Spain	2	Mexico	1
Australia	1	New Zealand	1
Brazil	1	Thailand	1
China	1	United States of America	1



## Research Mobility Grants | Geographical distribution

Starting country	Destination country of activity	Total
UK	UK	5
UK	Republic of Ireland	1
UK	United States of America	12
UK	Germany	4
UK	Spain	4
UK	Australia	3
UK	Canada	3
UK	France	3
UK	Japan	3
UK	China	2
UK	Brazil	1
UK	Czech Republic	1
UK	Finland	1
UK	Kenya	1
UK	Mexico	1
UK	Nigeria	1
UK	Poland	1
UK	Portugal	1
UK	Singapore	1

Starting country	Destination country of activity	Total
UK	South Korea	1
UK	Switzerland	1
Republic of Ireland	Chile	1
Republic of Ireland	Japan	1
Republic of Ireland	Netherlands	1
Republic of Ireland	UK	2
Nigeria	UK	4
Australia	UK	2
India	UK	2
Argentina	UK	1
Cameroon	UK	1
Canada	UK	1
China	UK	1
Germany	UK	1
Ghana	UK	1
Israel	UK	1
Jordan	UK	1
Malaysia	UK	1
South Africa	UK	1
Spain	UK	1



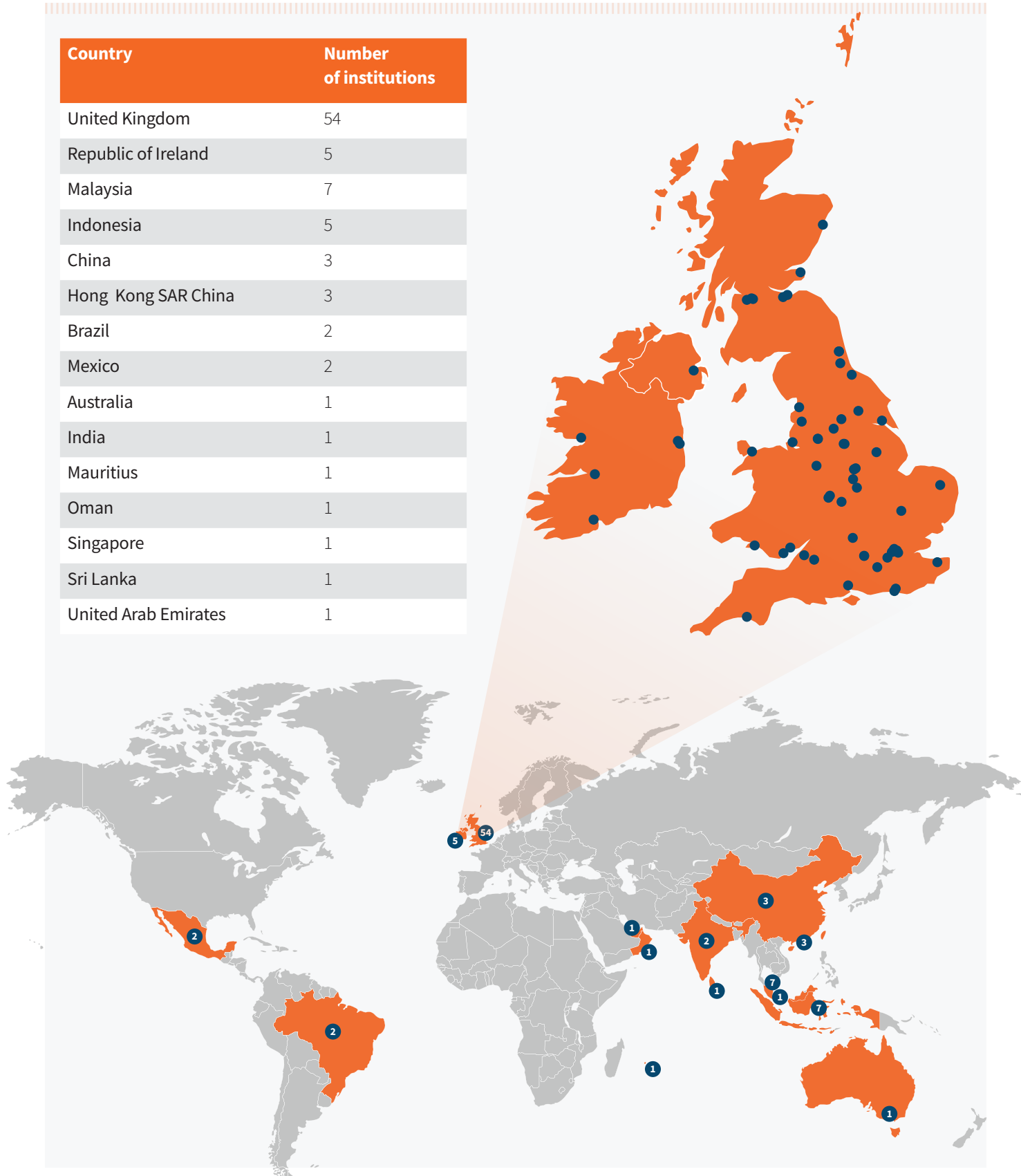
## Accreditation

Our accreditation is a peer-reviewed process through which a university chemistry department demonstrates the ways in which a degree programme fulfils a number of key requirements designed to uphold professional standards. This ultimately provides a credible and independently verifiable method for employers and students to differentiate between degree programmes.

More than 450 degree programmes at over 80 universities around the world are currently accredited by our well-established and respected accreditation system. Geographical information was collected as part of the application process.

## Accredited institutions worldwide | Geographical distribution

Country	Number of institutions
United Kingdom	54
Republic of Ireland	5
Malaysia	7
Indonesia	5
China	3
Hong Kong SAR China	3
Brazil	2
Mexico	2
Australia	1
India	1
Mauritius	1
Oman	1
Singapore	1
Sri Lanka	1
United Arab Emirates	1

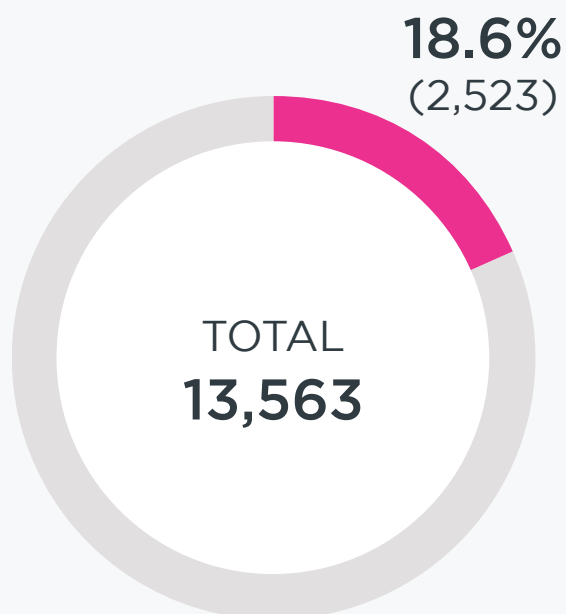


## Chartered status

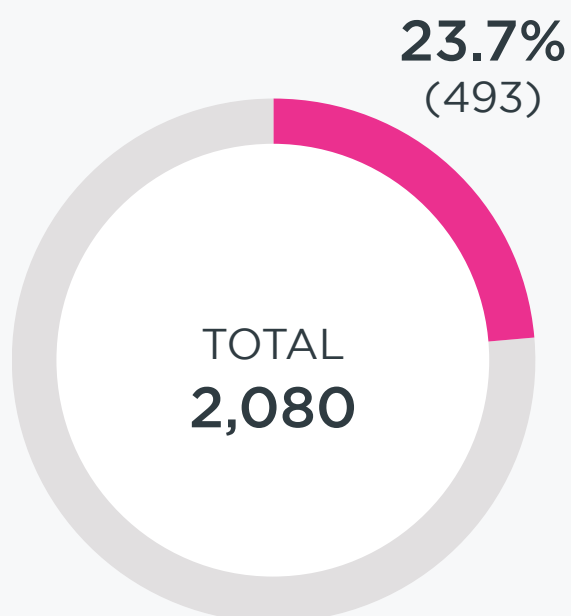
The award of chartered status recognises the well-developed skills, knowledge and professionalism of people working in the chemical sciences.

Chartered Chemist (CChem) is awarded to chemists who are currently employed in the chemical sciences and Chartered Scientist (CSci) recognises professional practising scientists across a range of sectors. Maintaining chartered status is subject to annual revalidation, during which award holders are required to demonstrate continued professional development, regardless of their employment status. Those with CChem or CSci status are also members of the Royal Society of Chemistry (MRSC or FRSC). We gathered responses to diversity monitoring questions during the 2020 membership survey, which all members with active CChem and CSci status were invited to complete.

## Overall response rates for chartered status



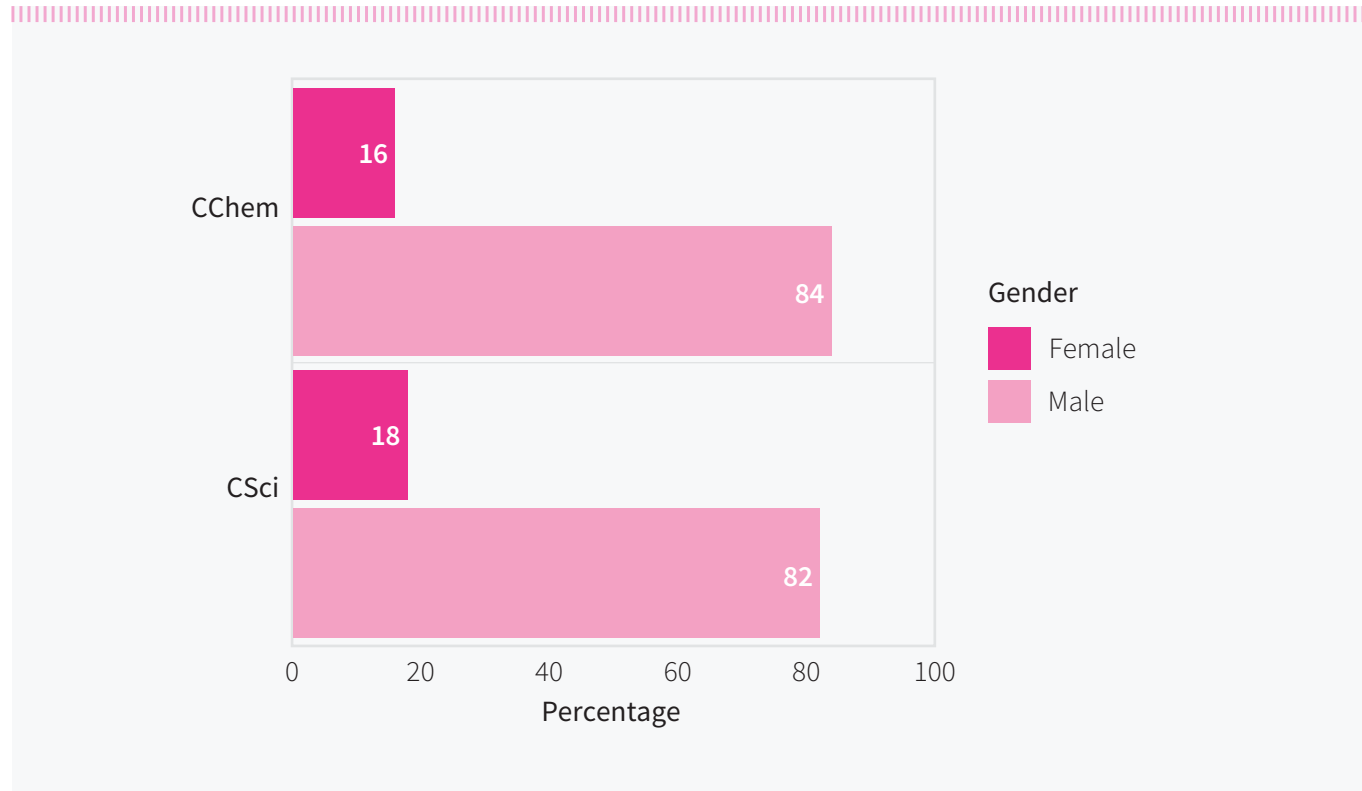
### Chartered Chemist (CChem)



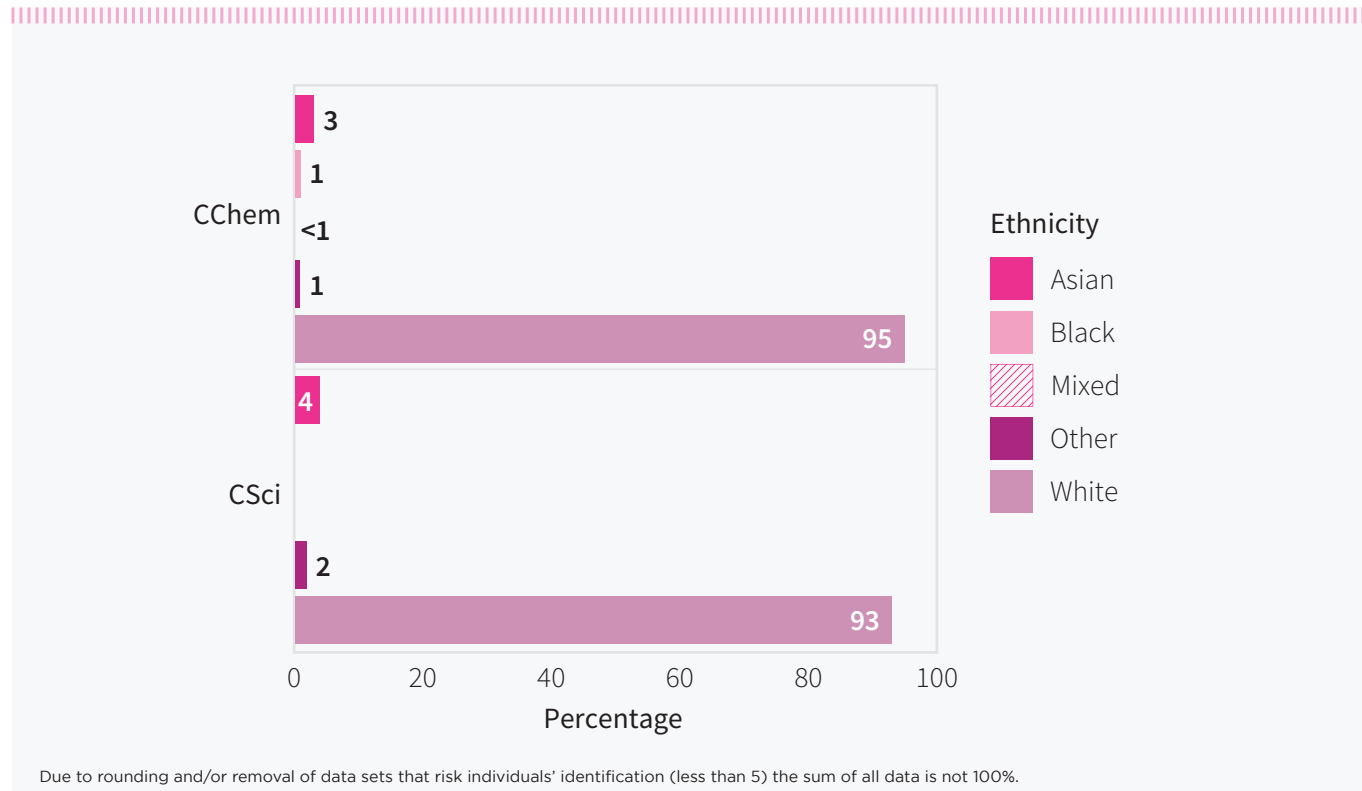
### Chartered Scientist (CSci)



## Chartered status | Gender

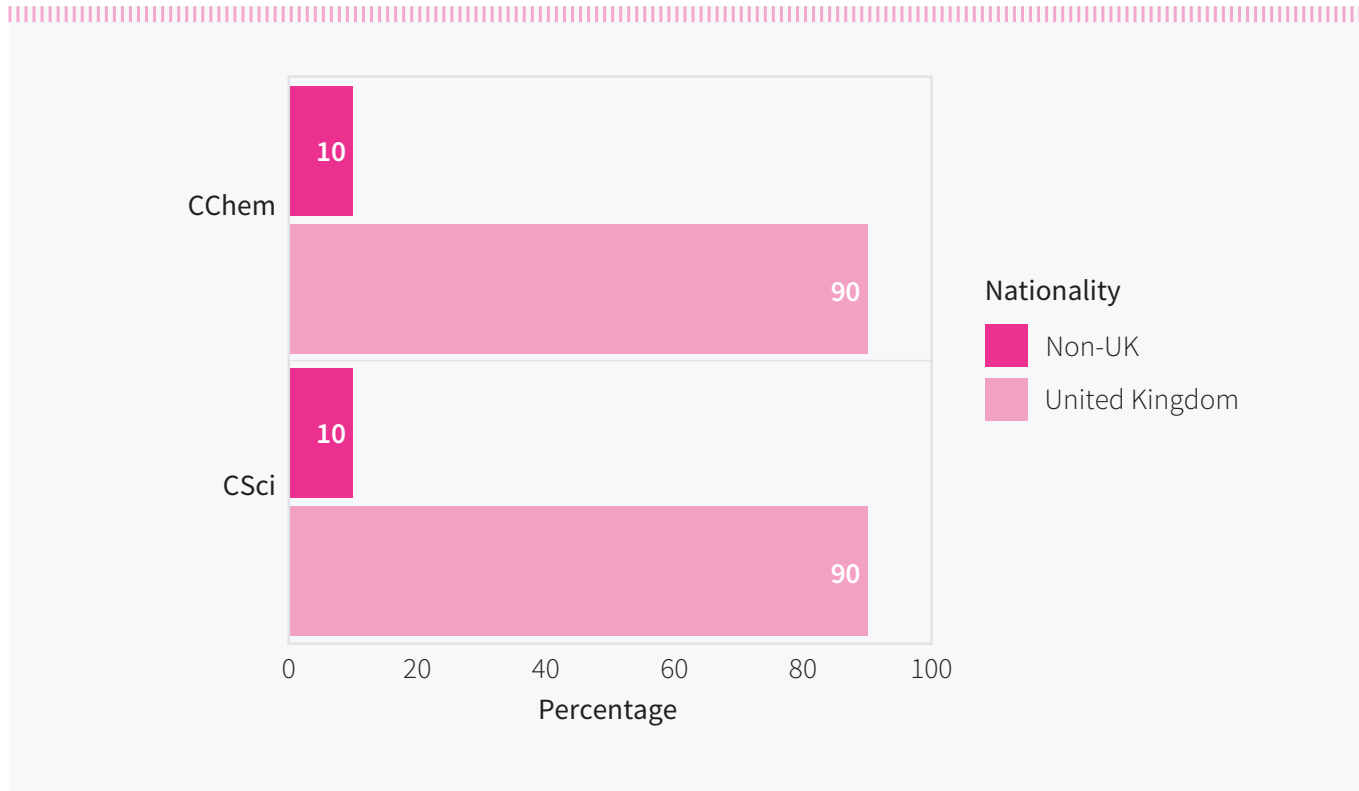


## Chartered status | Ethnicity

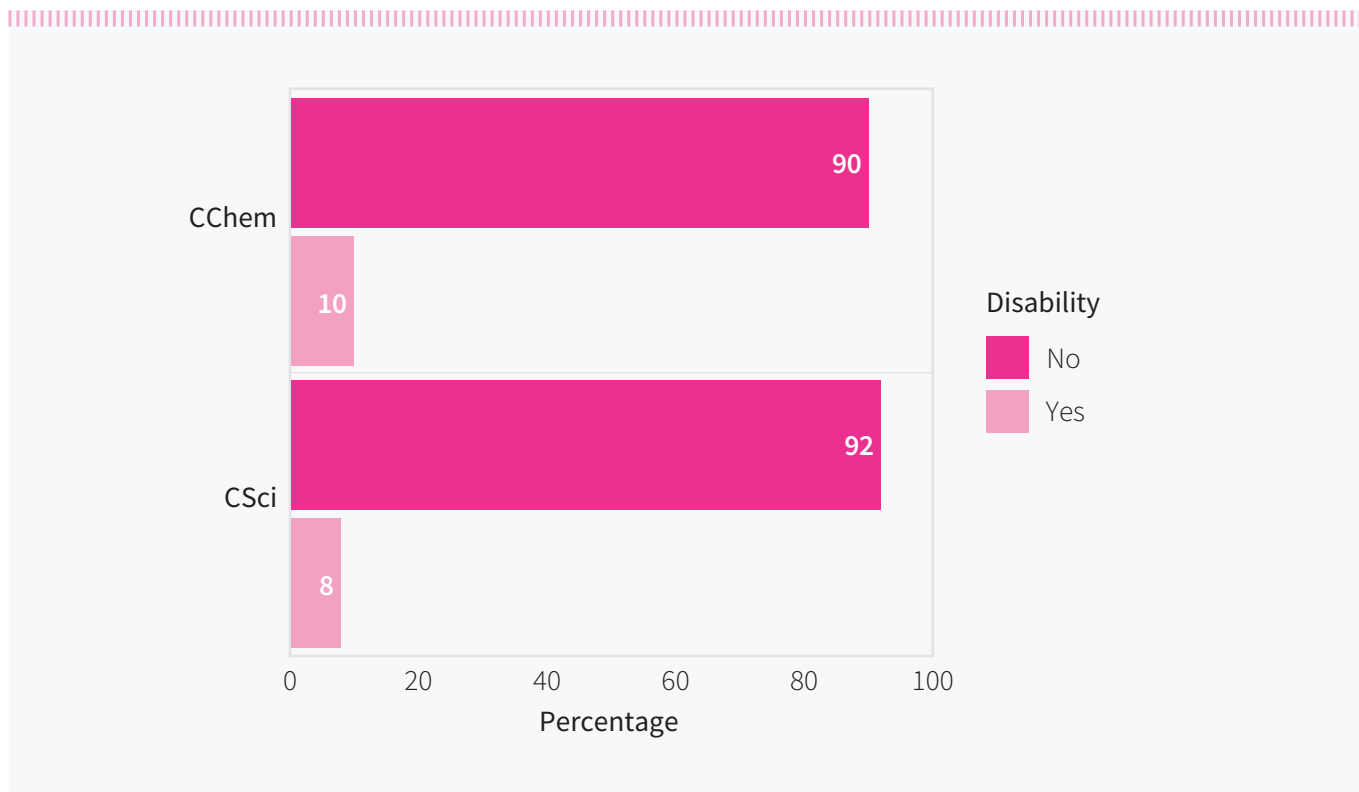


Due to rounding and/or removal of data sets that risk individuals' identification (less than 5) the sum of all data is not 100%.

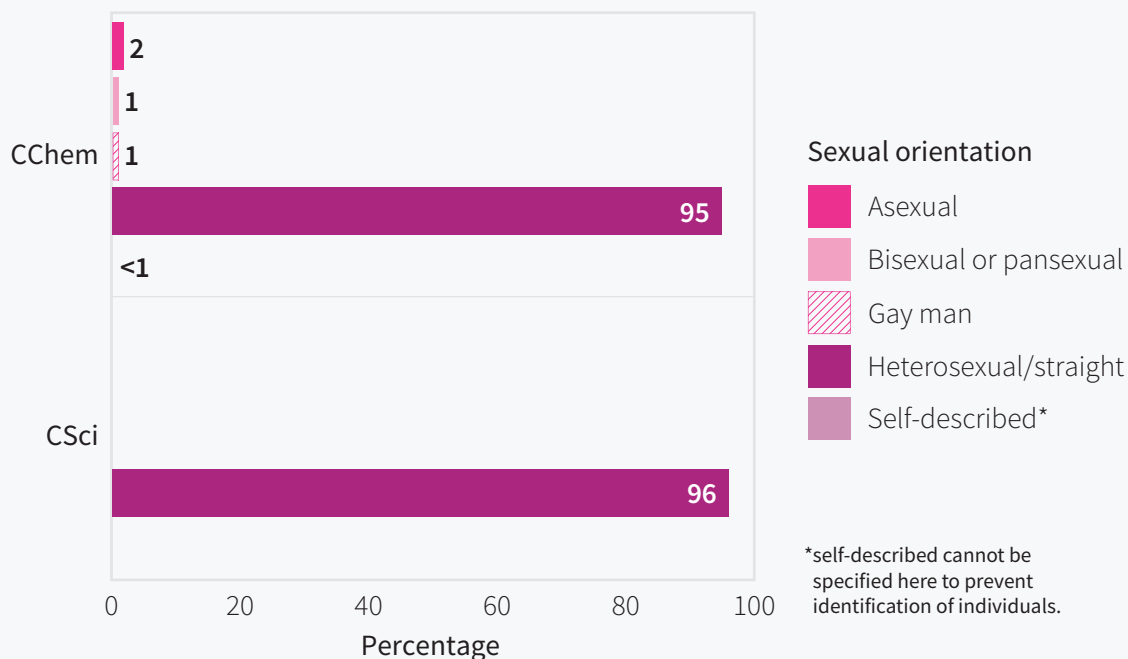
## Chartered status | Nationality



## Chartered status | Disability

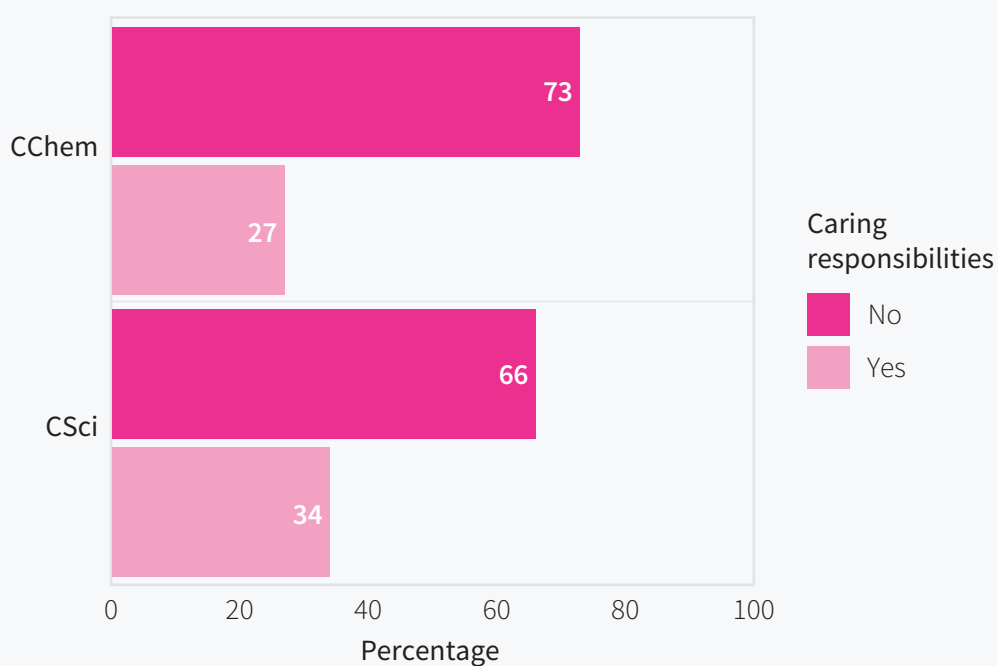


## Chartered status | Sexual orientation

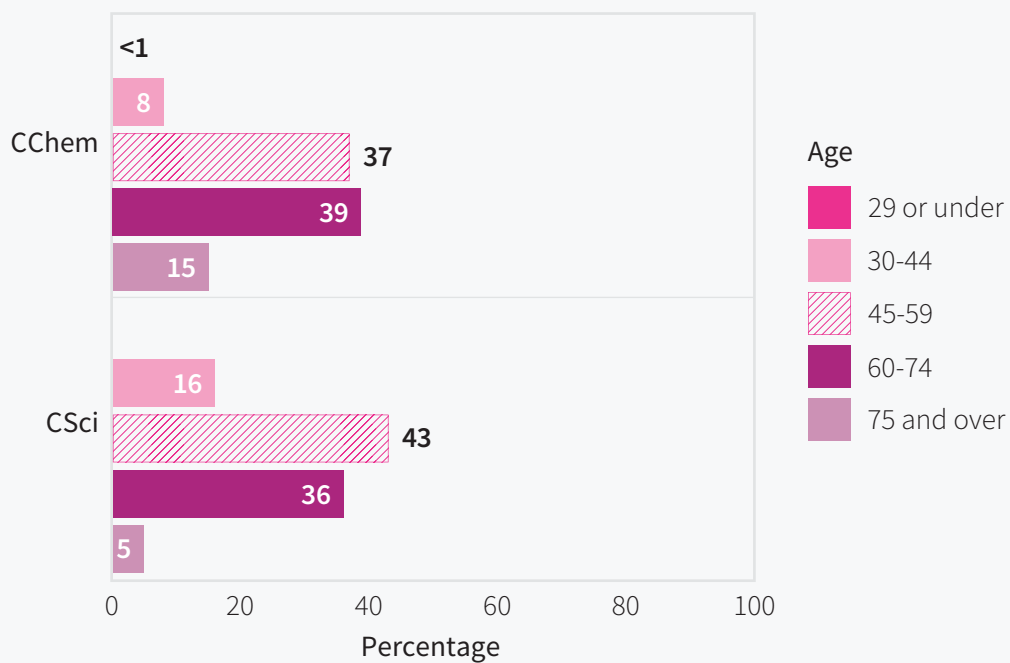


Due to rounding and/or removal of data sets that risk individuals' identification (less than 5) the sum of all data is not 100%.

## Chartered status | Caring responsibilities



## Chartered status | Age



Due to rounding and/or removal of data sets that risk individuals' identification (less than 5) the sum of all data is not 100%.

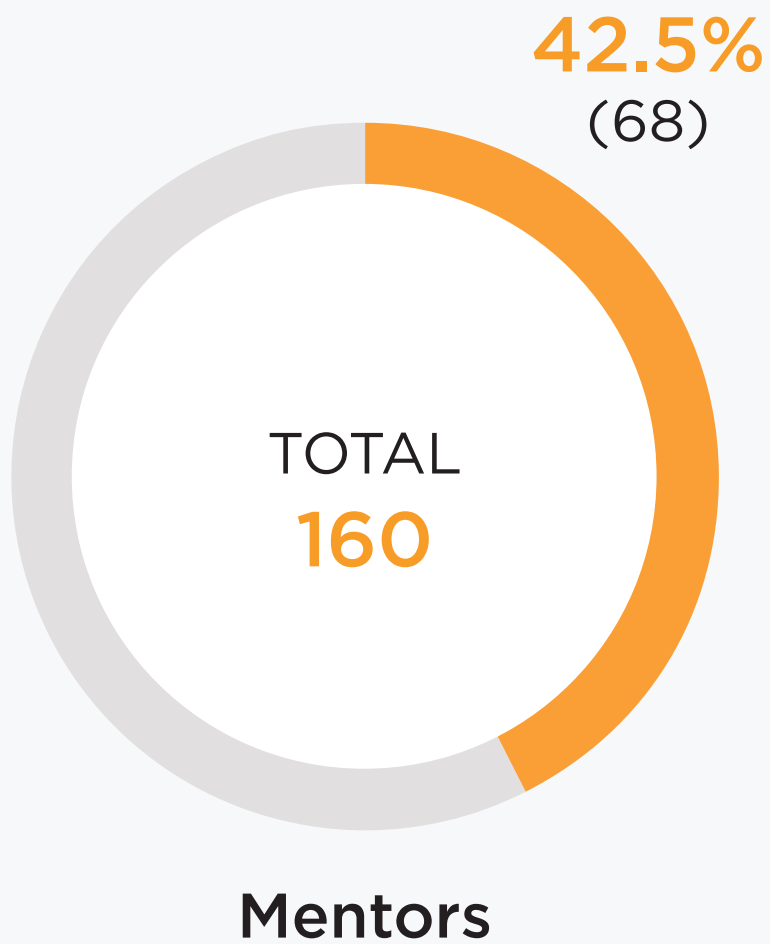
## Mentoring

Our mentoring scheme was established to develop members' potential, encourage ownership of careers and connect members to others outside their own organisation.

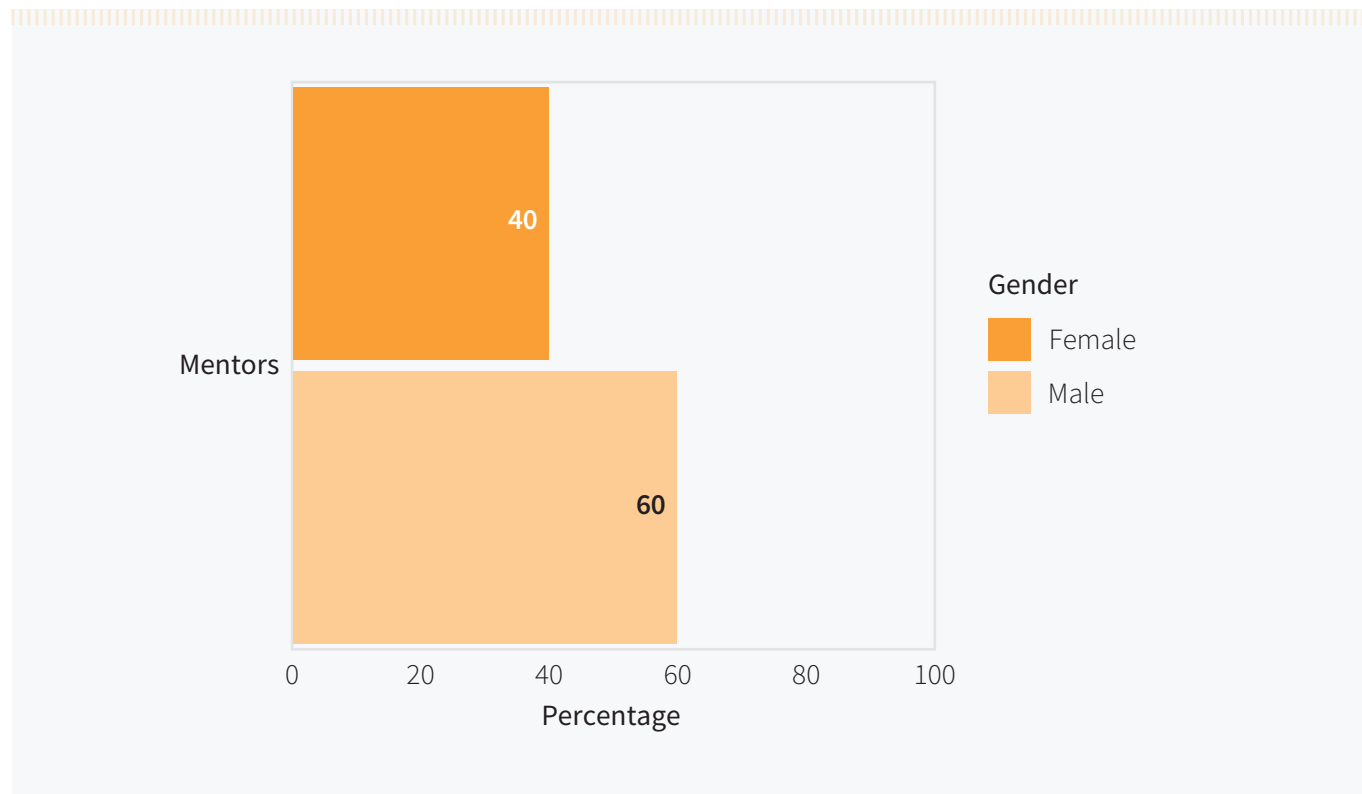
Both mentors and mentees benefit by participating in the scheme. Mentees often access the scheme to get support with career transitions. Mentors not only get personal fulfilment in supporting others, but find it can also provide an opportunity to develop or build on a variety of useful skills.

We gathered responses to diversity monitoring questions as part of a survey sent out to mentors in May 2020.

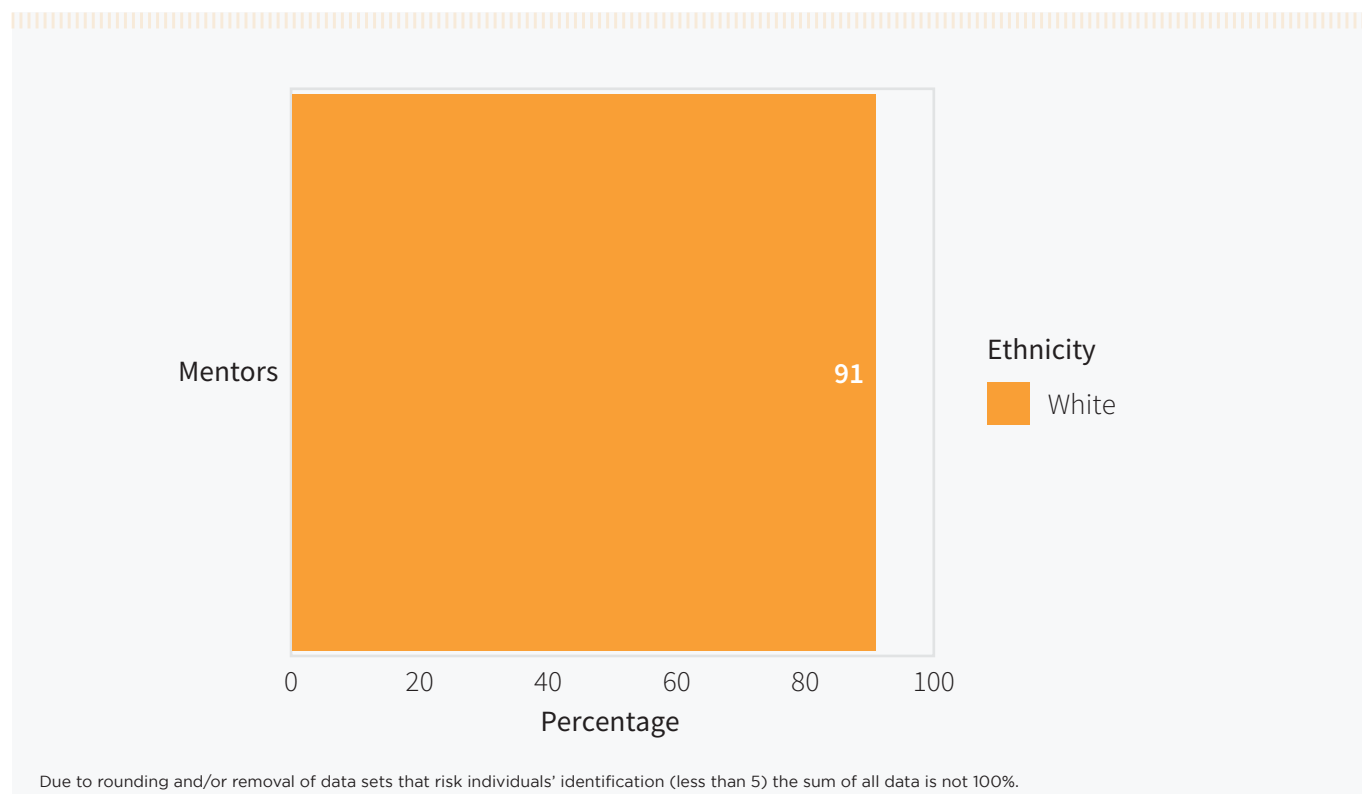
## Overall response rates for mentoring



## Mentoring | Gender

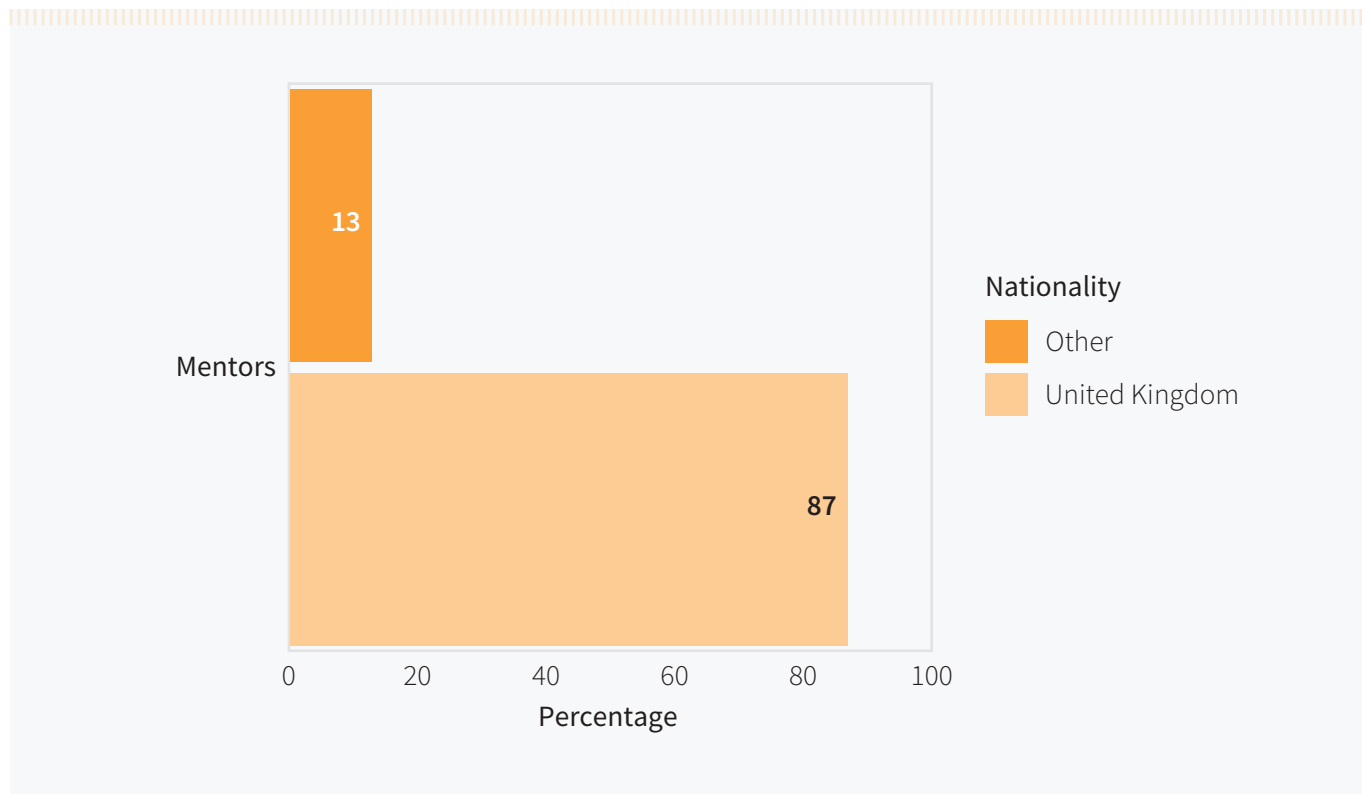


## Mentoring | Ethnicity

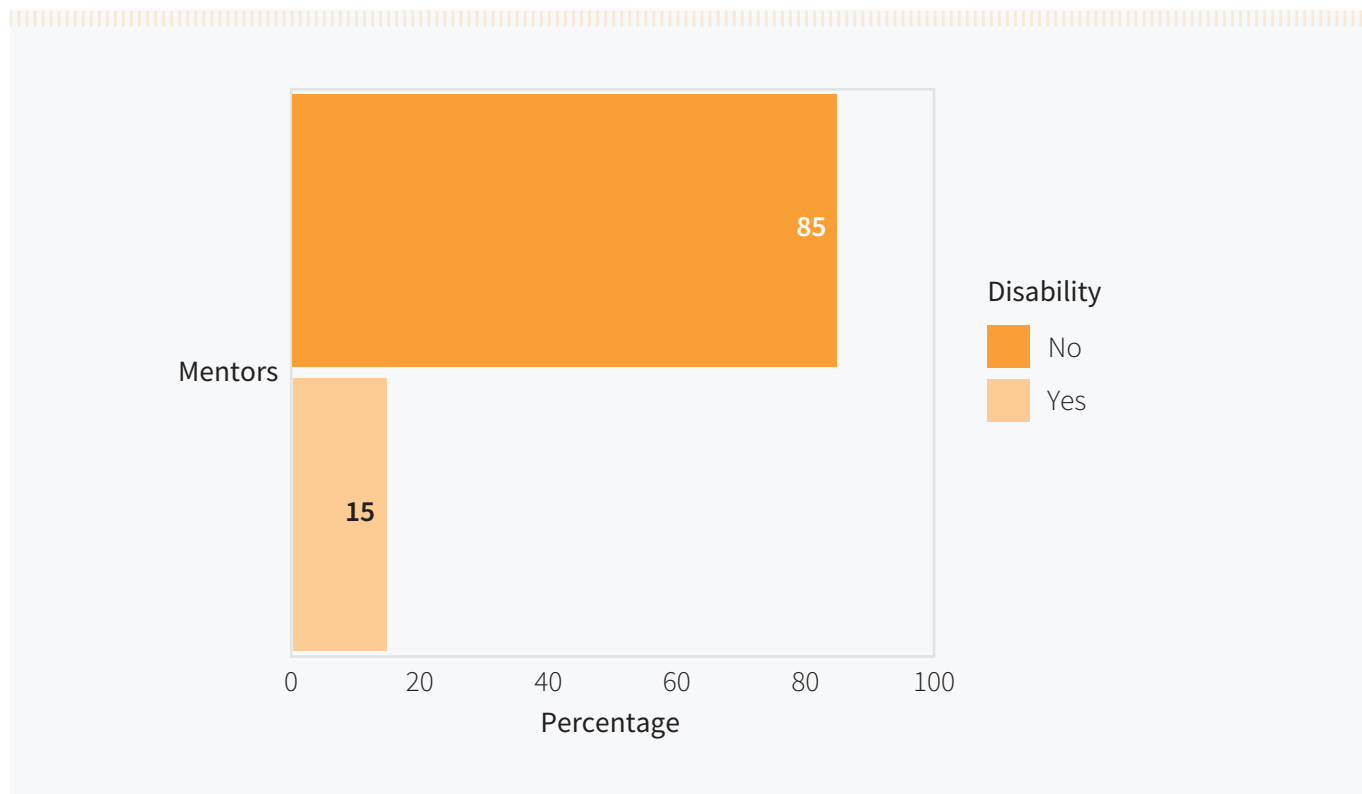


Due to rounding and/or removal of data sets that risk individuals' identification (less than 5) the sum of all data is not 100%.

## Mentoring | Nationality

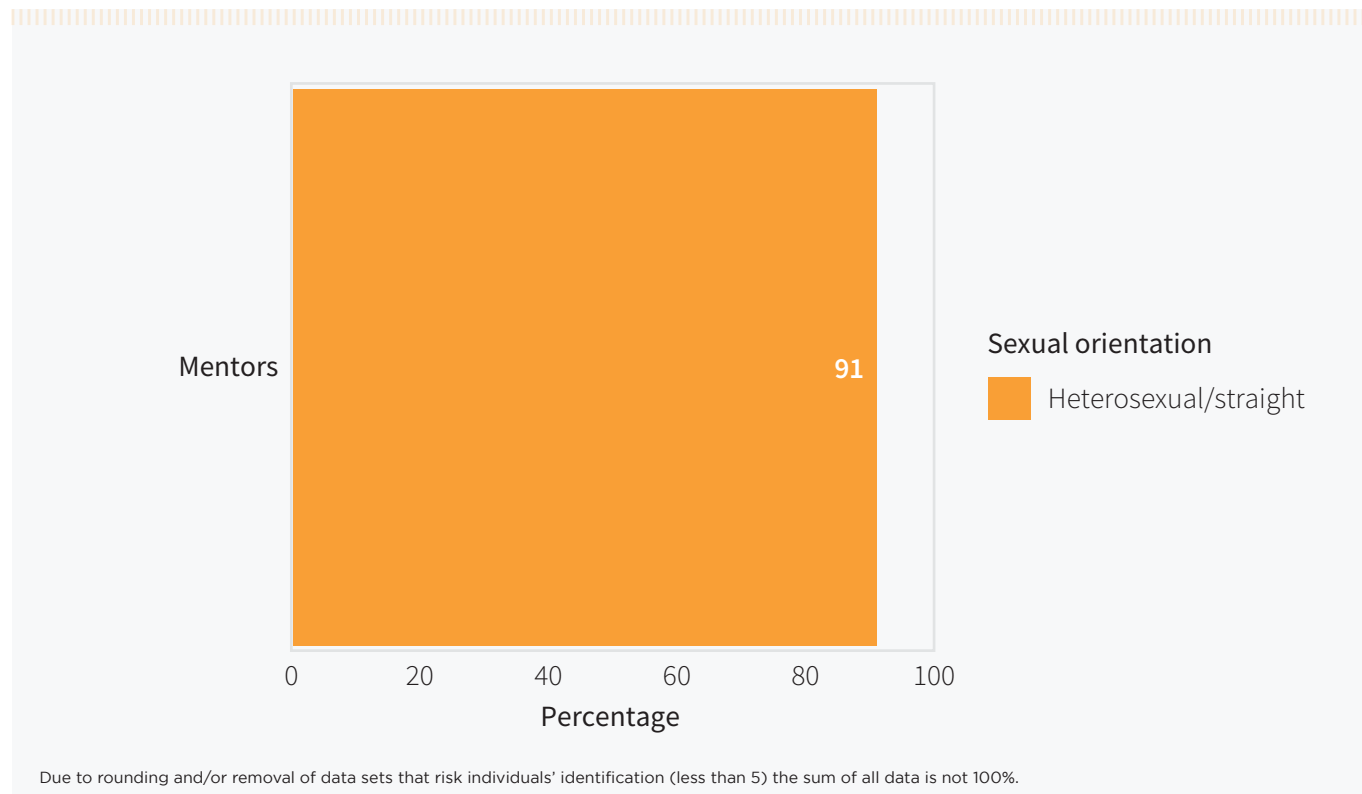


## Mentoring | Disability

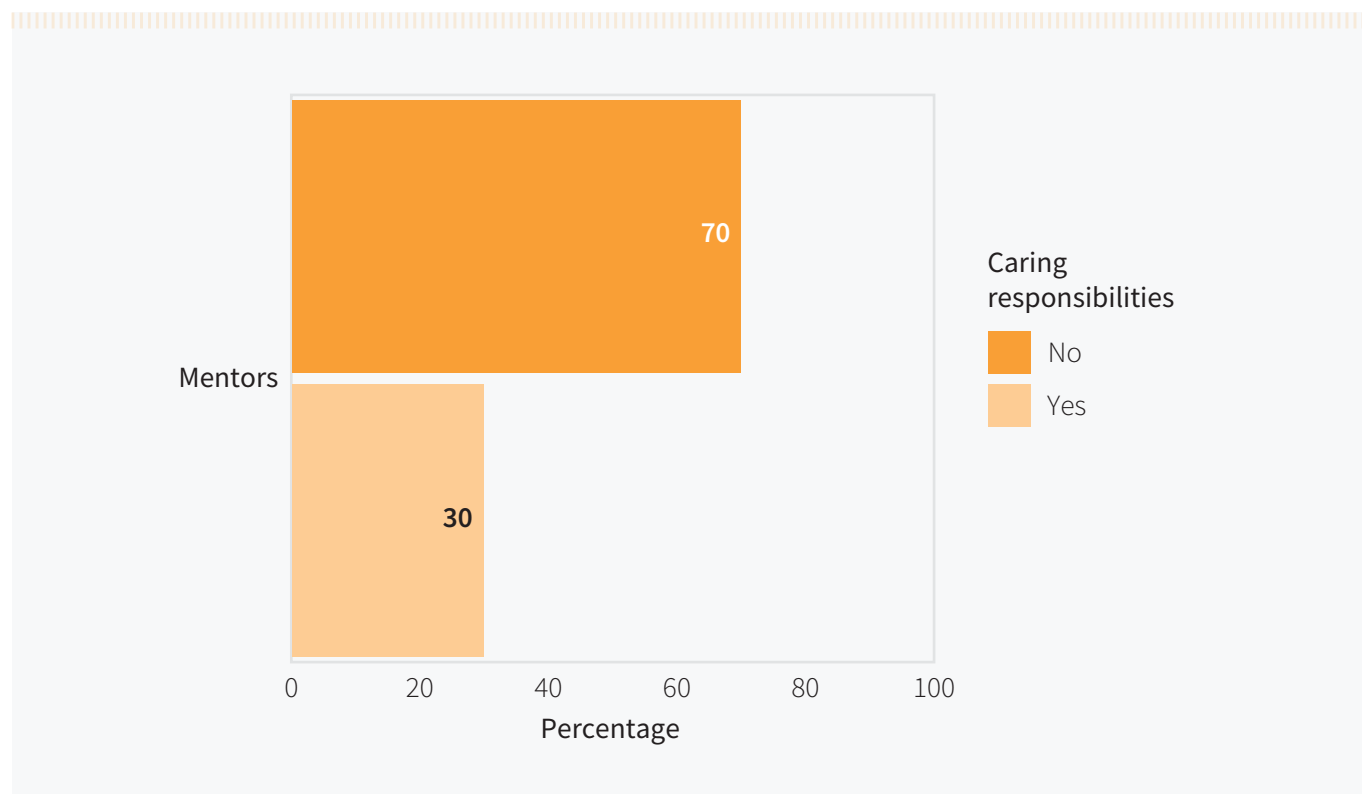




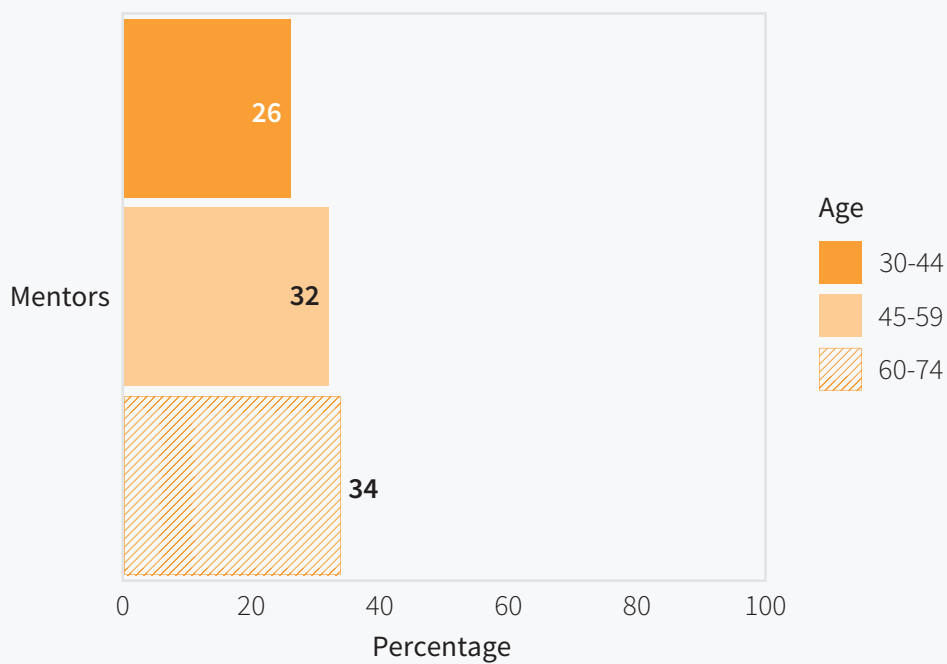
## Mentoring | Sexual orientation



## Mentoring | Caring responsibilities



## Mentoring | Age



Due to rounding and/or removal of data sets that risk individuals' identification (less than 5) the sum of all data is not 100%.

## Chemistry World

Chemistry World is the Royal Society of Chemistry's flagship magazine. Published in print and online, it provides the global chemical science community with the research, news and views they need to keep informed on the breakthroughs, challenges and emerging trends happening worldwide.

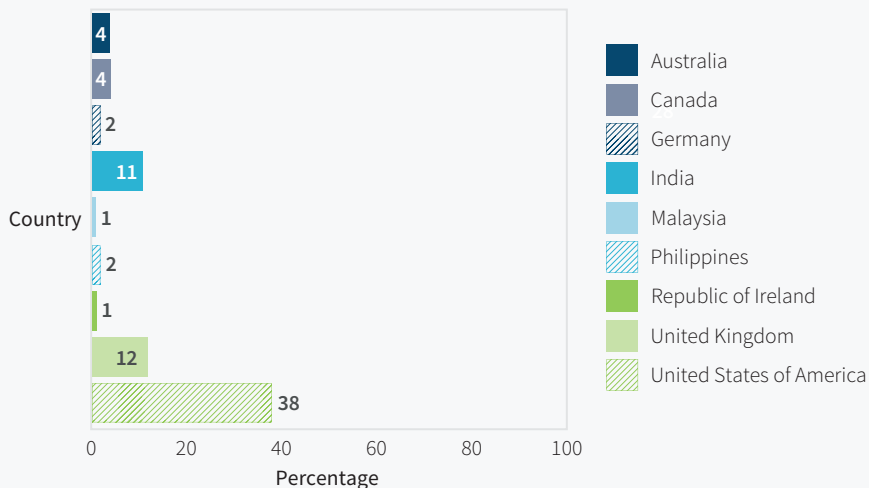
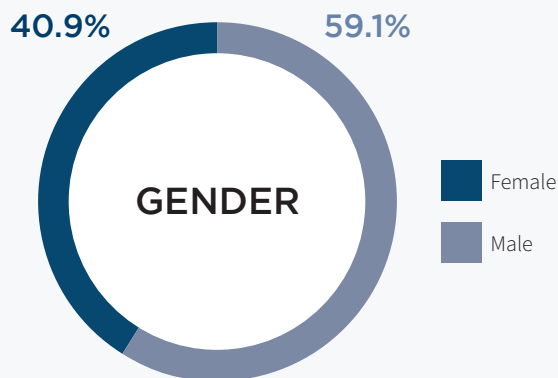
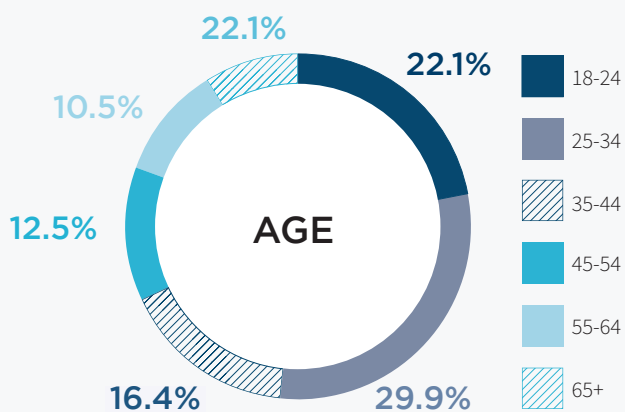
Only RSC members receive the magazine in print, so the demographics for print readership are the same as that of membership. Online, both members and non-members can access content. In this case, we used Google Analytics to gather the diversity data of online readers.

Between 1 January to 30 September 2020, total website traffic came from 3,010,544 visitors. We took a sample from this to analyse age (1,103,003 or 36.6%), gender (1,201,473 or 39.9%) and location (3,003,934 or 99.8%) data, and used this as a representation of the total online readership. Of the location sample, 2,994,828 (99.7% of the sample) had location information available. Total website traffic came from 234 countries – here, we have only included countries that accounted for more than 1% of web traffic.

Chemistry World webinars are interactive online presentations and discussions delivered by expert guests, covering a wide range of topics of interest to the chemistry community. They are available free to Royal Society of Chemistry members and the general public. In 2020, a total of 13,805 people attended Chemistry World webinars. 6,854 were unique attendees, and 6,602 (96%) of these provided location information during registration. Attendees from 154 countries viewed the webinars, though again we have only included countries that accounted for at least 1% of total unique attendees.

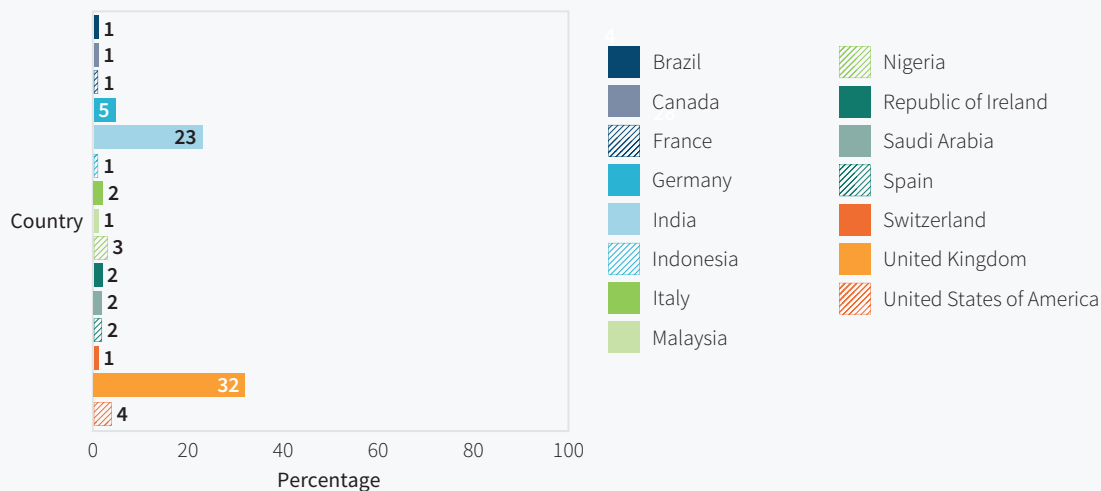
# Chemistry World

## ONLINE READERS



Due to rounding and/or removal of data sets that risk individuals' identification (less than 5) the sum of all data is not 100%.

## WEBINAR VIEWERS



## Industry

We offer a number of industry-focused initiatives to bring companies together to tackle global challenges, support innovative technologies, and help businesses in the chemical sciences access the resources and expertise they need to grow.

One example of the support we provide for industry is our EnterprisePlus scheme. EnterprisePlus is our dedicated service for small and medium-sized enterprises in the chemistry-using industry, which are focused on research and development and based in the UK. Our focus is to support our community of 400 companies by helping them recruit the right people, supporting the professional development of their existing employees, and providing them with resources to keep up to date with recent advances in the sciences, all whilst helping them find the essential financial support that will allow their businesses to flourish. Geographical information was collected as part of the application process.

## EnterprisePlus locations | Geographical distribution



## Education

We provide a variety of educational support programmes to inspire teaching and learning chemistry. Information about participating schools was gathered through programme registration, and matched against data from the UK school censuses\* (total 7,921 secondary or independent schools). Schools which could not be matched against school census data are excluded from this report. Here we report on some of our activities as case studies.

Teach Chemistry is a free support service for teachers and technicians in secondary schools in the UK and Republic of Ireland. It provides support including events, resources and funding to deliver high quality chemistry education in the classroom and foster supportive, effective science departments. At the time of this report 2,829 schools were participating, of which 2,349 (83.0%) were matched against the school censuses.

Spectroscopy in a Suitcase (SIAS) was a programme delivered by our partners in schools in the UK and Republic of Ireland to enrich the teaching and learning of analytical chemistry. We have recently moved from free hands-on practical workshops, to virtual engagement pilot initiatives. 657 schools participated, of which 294 (44.8%) were matched against school census data.

UK Chemistry Olympiad is an annual chemistry competition for students aged 16-18. The highest performing students from national rounds go on to represent the UK in the International Chemistry Olympiad. 788 schools participated, of which 604 (76.7%) were matched against school census data.

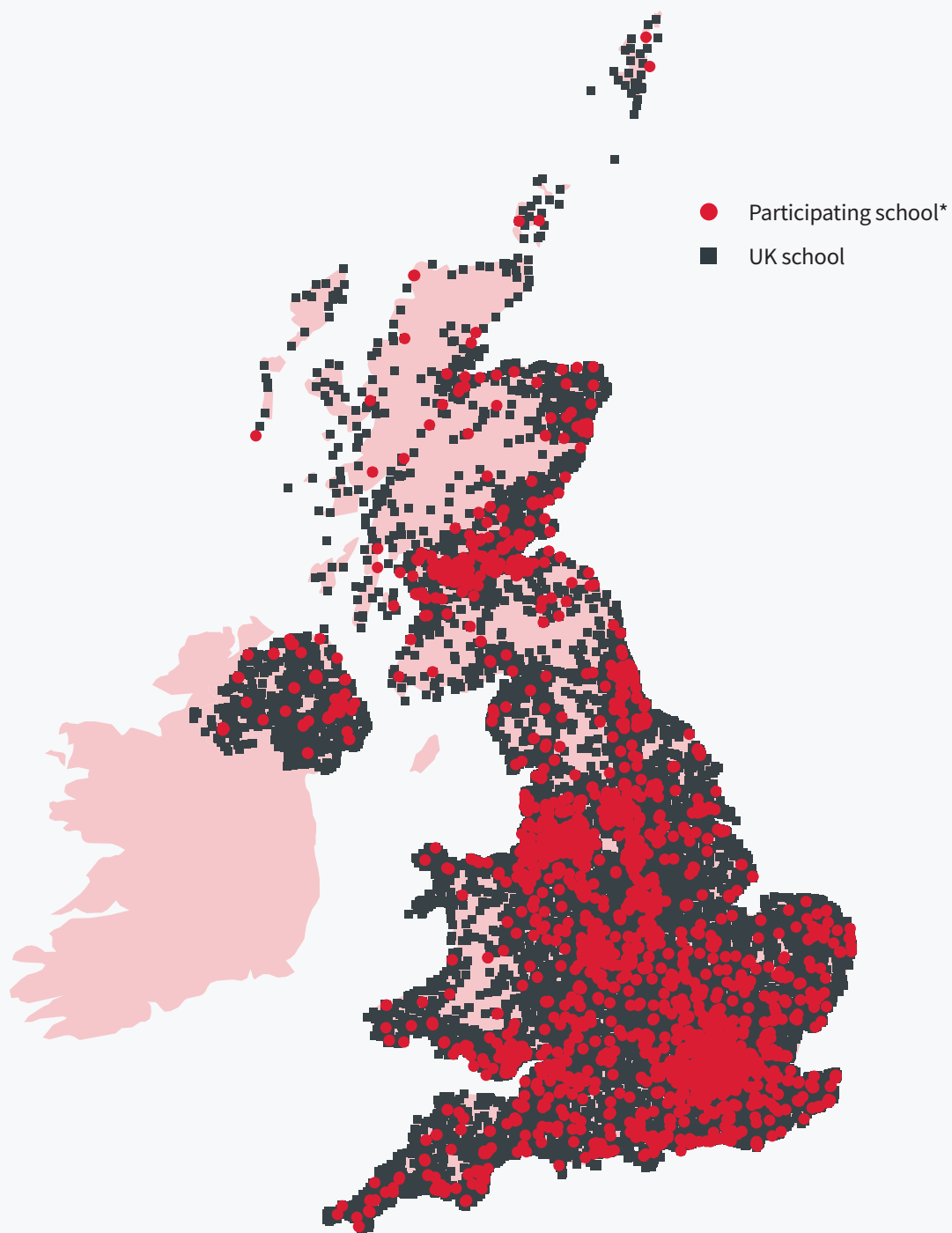
Top of the Bench is a national competition for students aged 14-16 to promote practical skills and teamwork in chemistry. Regional heats are organised and funded by RSC local sections. 278 schools participated, of which 246 (88.5%) were matched against school census data.

The winning teams progress to a national final, centrally organised and funded by the RSC. 34 schools participated in the national finals, of which 30 (88.2%) were matched against school census data. Finalists' gender information was obtained from schools' registration information.

Our Initial Teacher Training Scholarship scheme is run in partnership with the Department for Education, to award scholarships to talented individuals entering chemistry teacher training in England. Gender and age information was collected during application and is shown for awardees only.

\*UK census schools data (not including Republic of Ireland) has been aggregated from: <https://www.compare-school-performance.service.gov.uk>, <https://www.gov.scot>, <https://gov.wales>, <https://statswales.gov.wales>, <https://www.opendatani.gov.uk> and <https://www.officeforstudents.org.uk>.

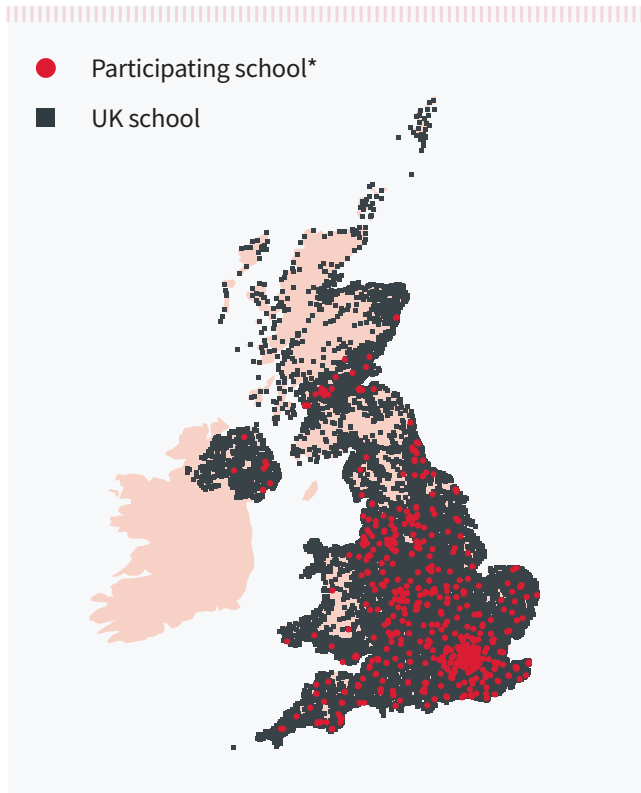
## Teach Chemistry | Geographical distribution



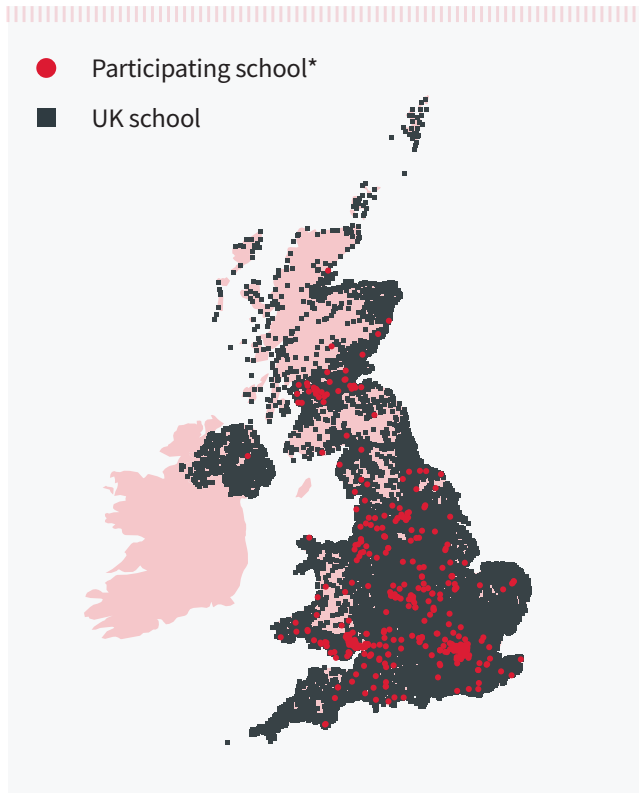
\*participating schools exclude those which could not be matched against the UK schools census data.



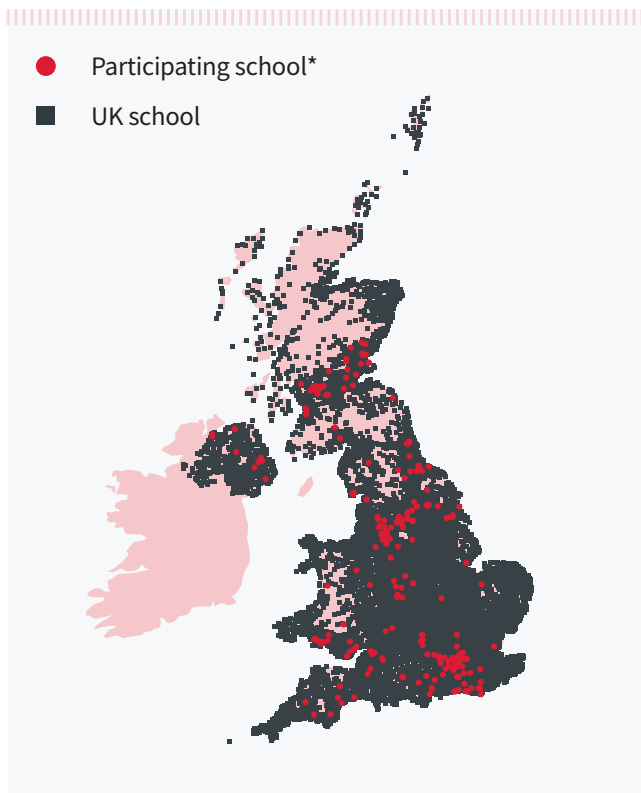
## UK Chemistry Olympiad



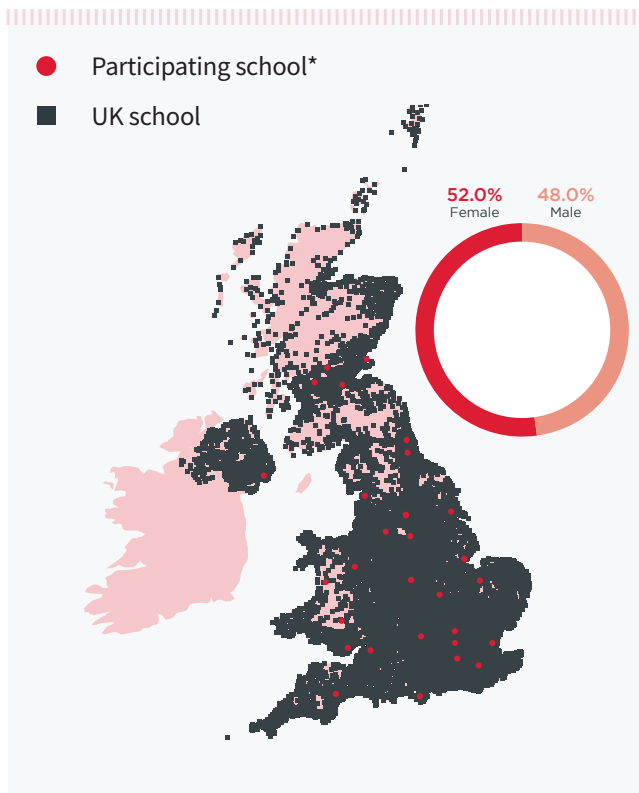
## Spectroscopy in a Suitcase



## Top of the Bench regional heats

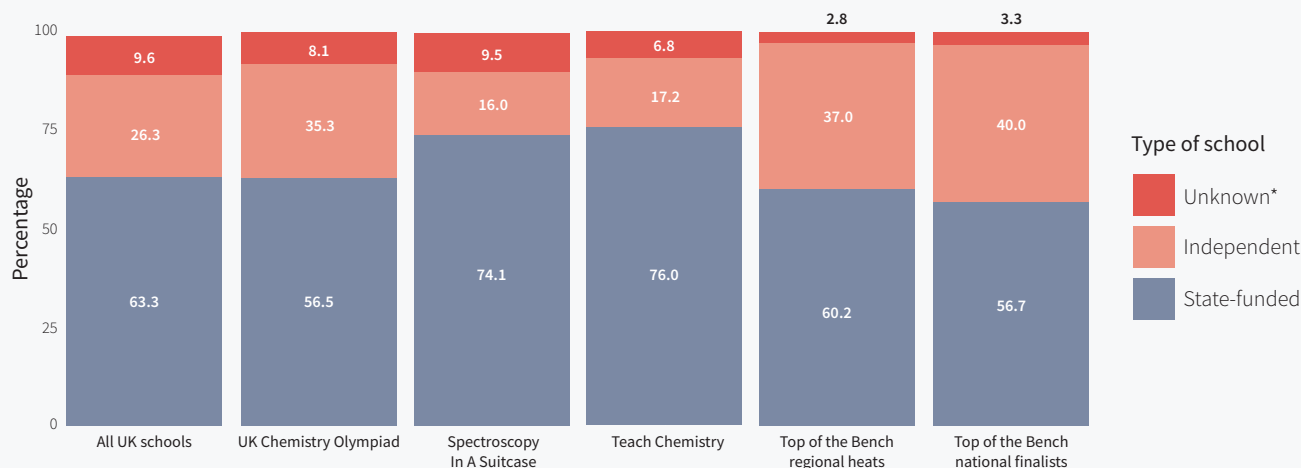


## Top of the Bench national finalists



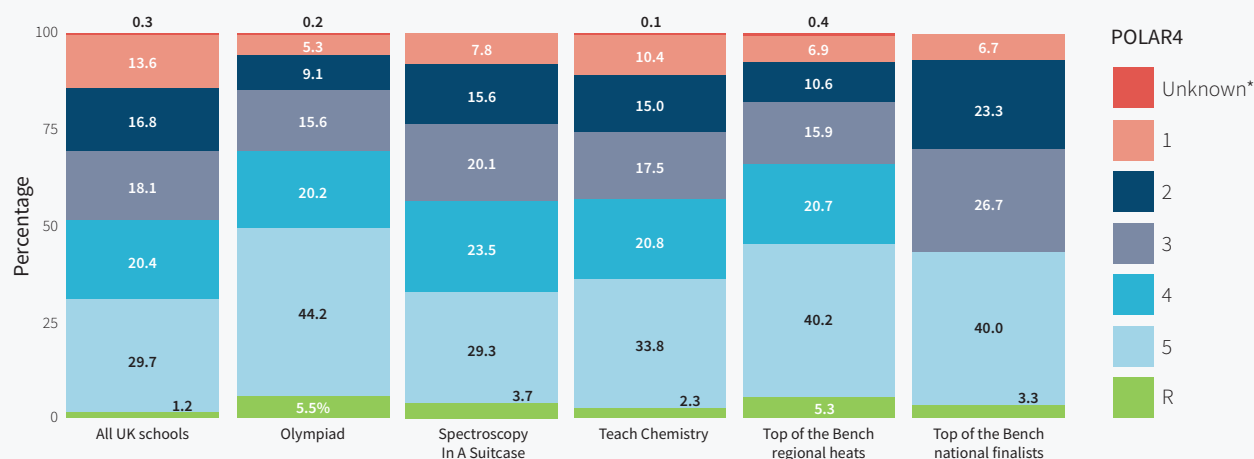
\*participating schools exclude those which could not be matched against UK schools census data.

## School engagement | Type of school



\*Unknowns represent schools that could not be matched across data sources and categorised. Types of schools with 0.1% or less representation are not shown.

## School engagement | POLAR4

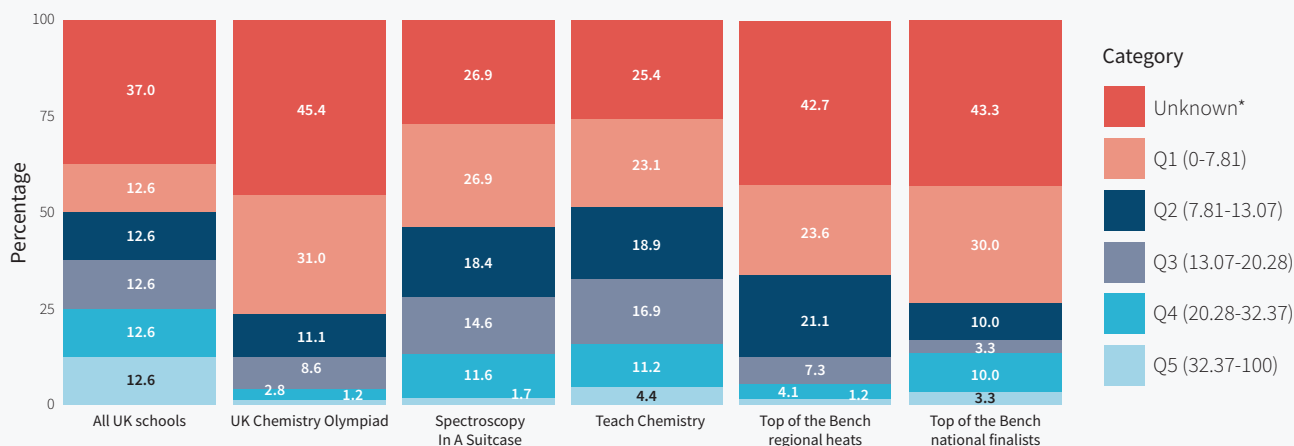


POLAR4 classifies local areas in the UK into five groups - or quintiles - based on the proportion of 18- or 19-year-olds who started a higher education course between 2009-2010 and 2013-2014. Quintile 1 shows the lowest rate of participation. Quintile 5 shows the highest rate of participation.

\*unknowns represent schools that could not be matched across data sources and categorised.

R represents schools removed from the analysis as they do not fall within a middle layer super output area (MSOA) in England and Wales.

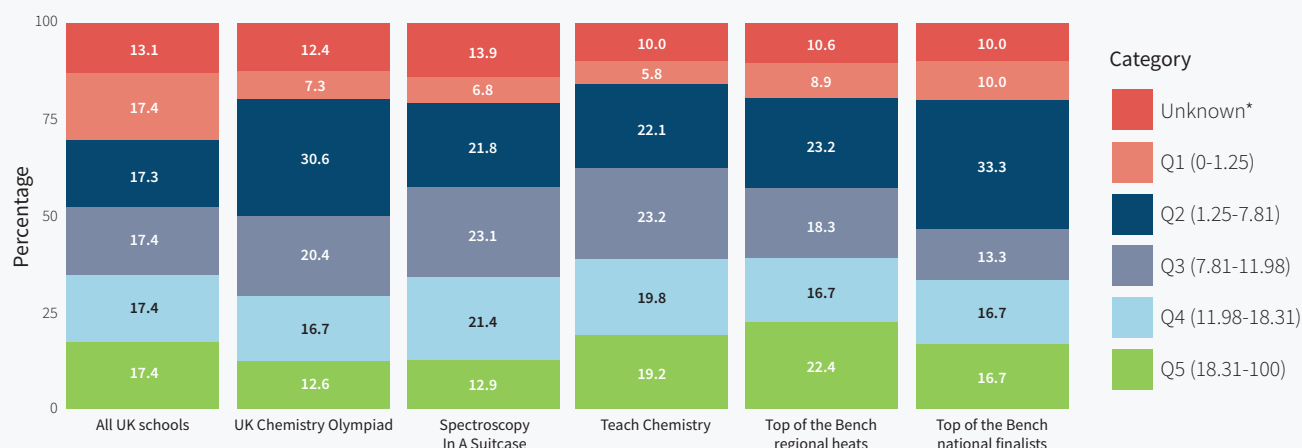
## School engagement | Free school meals



Schools have been categorised into quintiles (Q1-Q5) by the percentage of pupils eligible for free school meals within the school. Schools that we engage with through our programmes in each quintile are presented.

\*unknowns represent schools that could not be matched across data sources and categorised.

## School engagement | Special educational needs

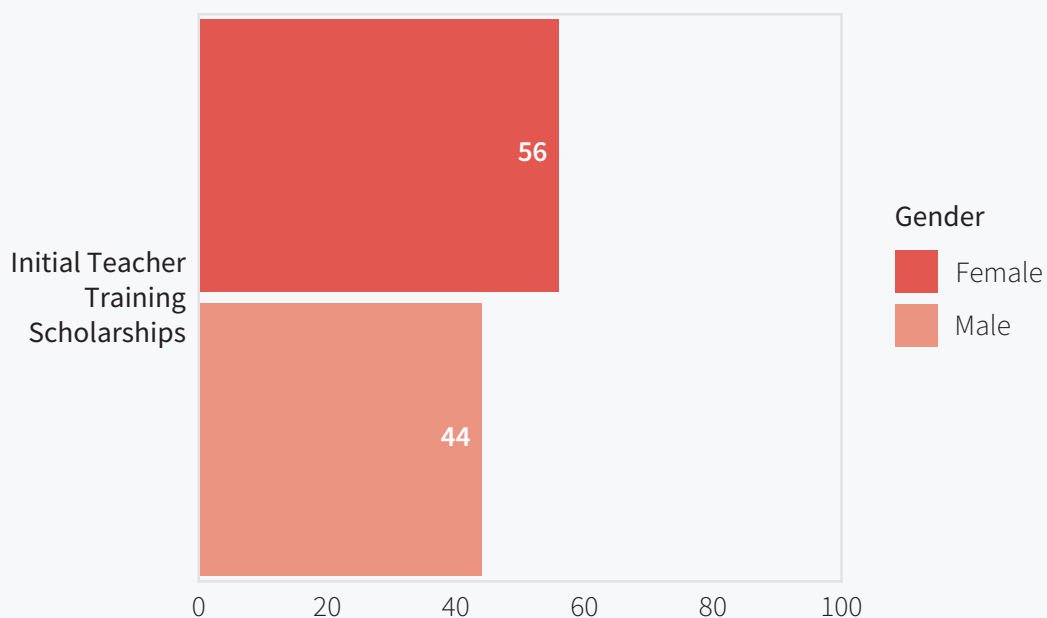


Schools have been categorised into quintiles (Q1-Q5) by the percentage of pupils with special educational needs within the school. Schools that we engage with through our programmes in each quintile are presented.

\*unknowns represent schools that could not be matched across data sources and categorised.

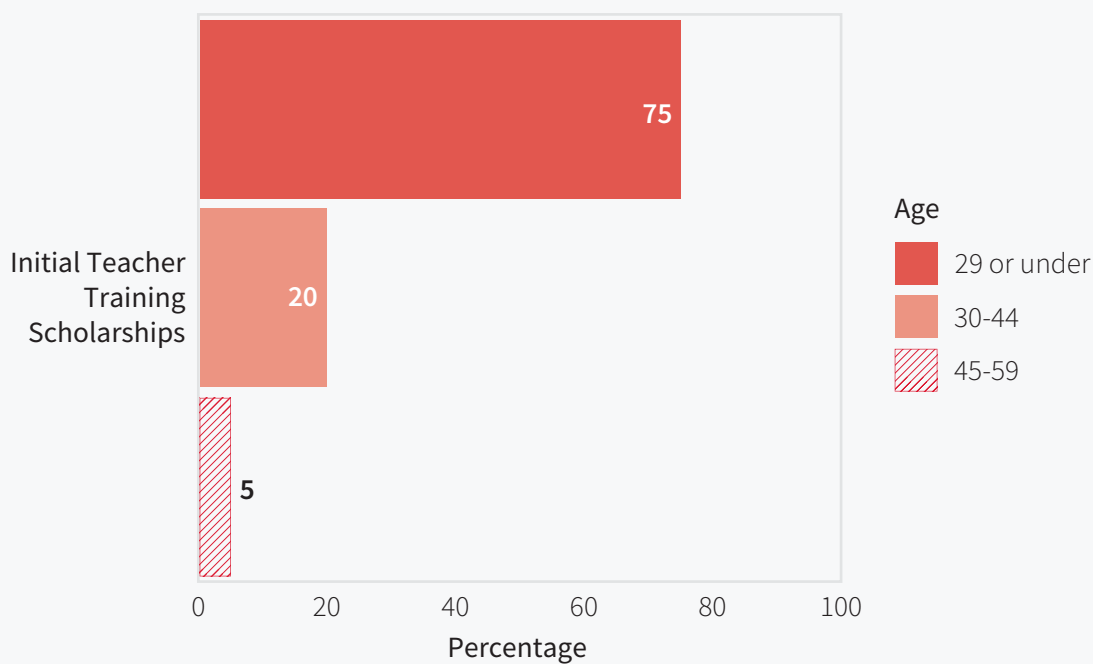
## Initial Teacher Training Scholarships | Gender

Category	Respondents	Total	Response rate (%)
Initial Teacher Training Scholarships	118	120	98



## Initial Teacher Training Scholarships | Age

Category	Respondents	Total	Response rate (%)
Initial Teacher Training Scholarships	120	120	100



## Journal publishing

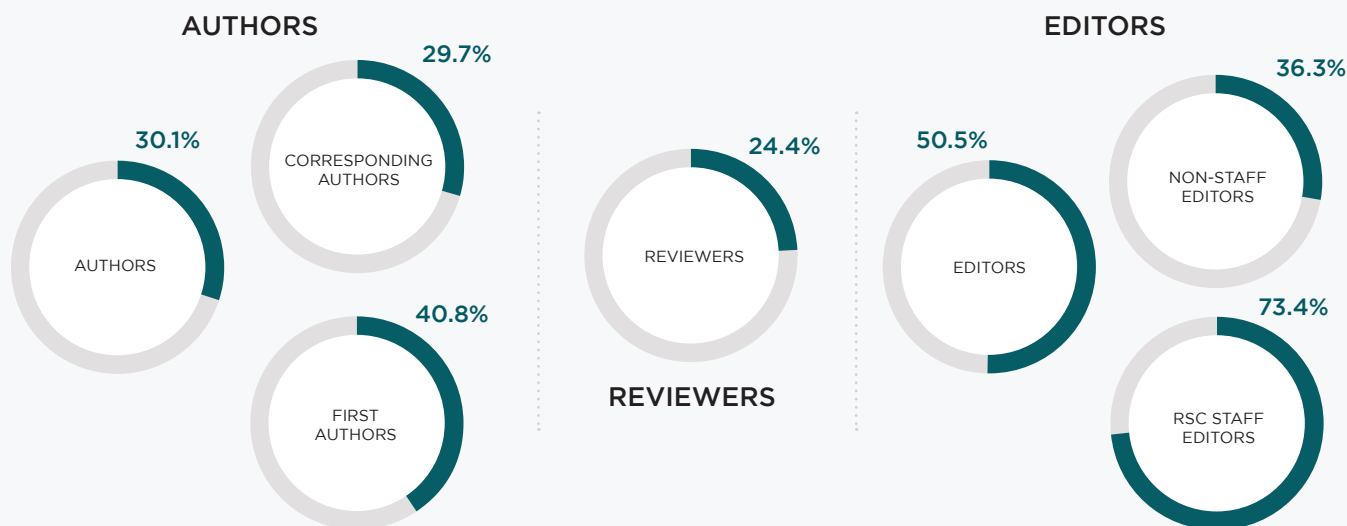
Our 2019 report *Is publishing in the chemical sciences gender biased?* provided an analysis of the gender profile of our international publishing outputs, authorship and peer review. Within the report, we committed to undertake a comprehensive analysis and reporting of authors, reviewers and editorial decision makers.

Here we have analysed the gender profile of the publishing pipeline of Royal Society of Chemistry journals August 2019 to July 2020, following on from our previous work. We have assigned gender to names by following the approach used in the Gender Profiles in UK Patenting report authored by the UK Intellectual Property Office\* and supplemented using gender-specific author titles where available. One significant limitation to this approach is that gender can only be assigned in binary terms. Here we report the gender profile of our authors, reviewers and editors.

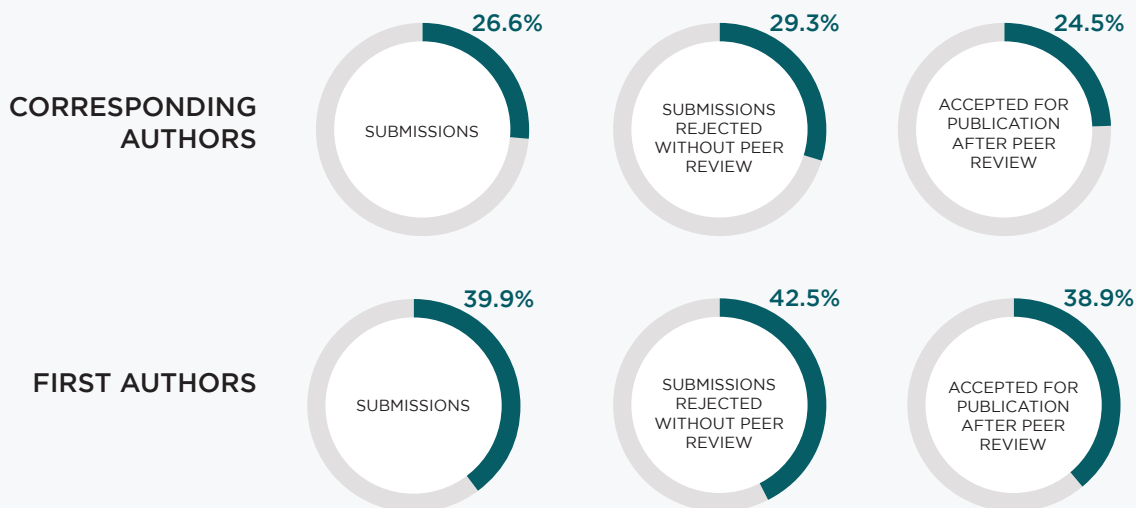
\*UK Intellectual Property Office 2016. Gender Profiles in UK Patenting:  
<https://www.gov.uk/government/publications/gender-profiles-in-worldwide-patenting-an-analysis-of-female-inventorship>

## Journal publishing | Gender

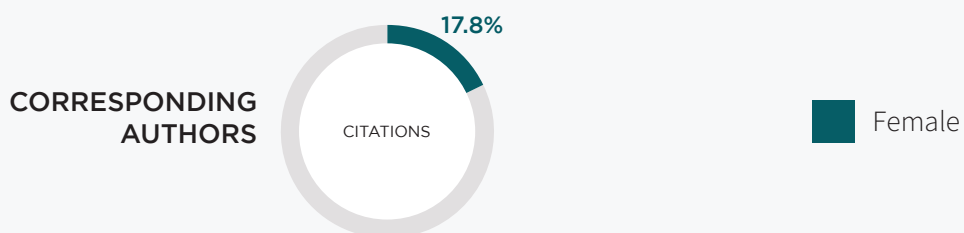
### PROPORTION OF WOMEN IN THE RSC JOURNAL PUBLISHING COMMUNITY



### FEMALE-AUTHORED MANUSCRIPT SUBMISSION AND REVIEW



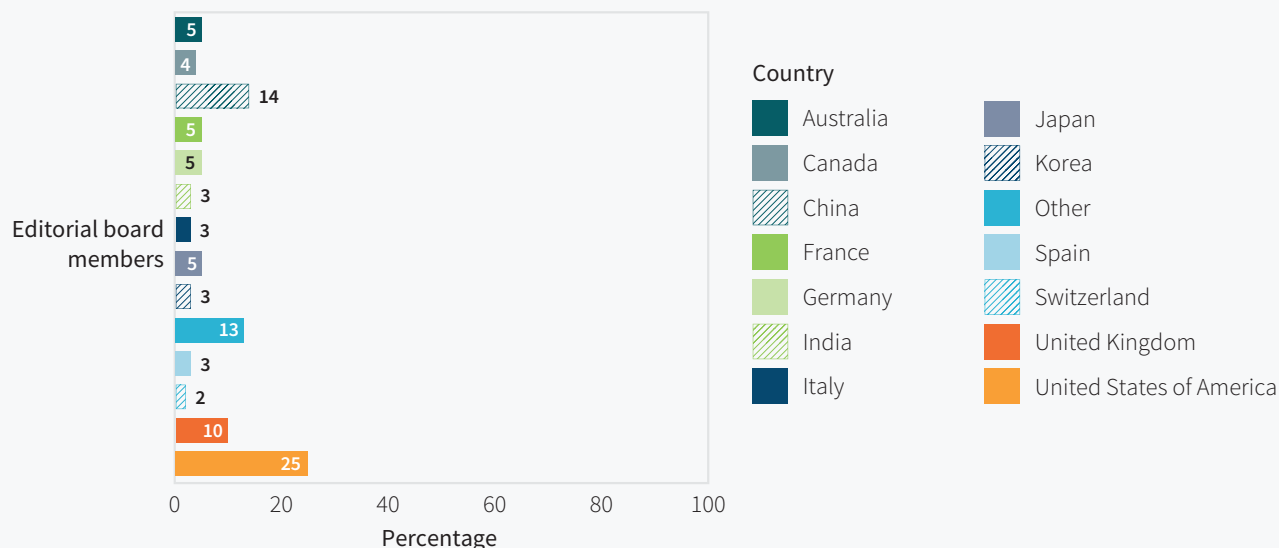
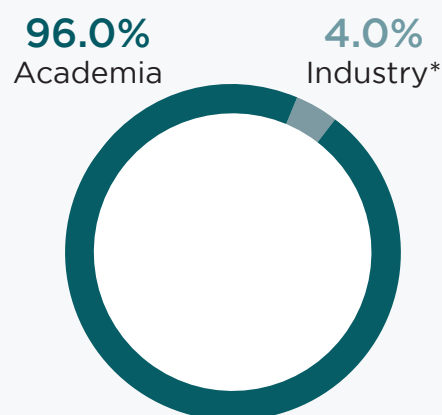
### FEMALE-AUTHORED MANUSCRIPT CITATIONS



## Editorial boards

Each of our 46 journals has an editorial board. Editorial boards set and maintain the scientific policy and standards of our journals. Each editorial board is made up of active scientists in academia or industry whose expertise supports the development of the journal and the standard of the content.

We hold data on editorial board members' geographical location and employment in academia or industry through their affiliations.

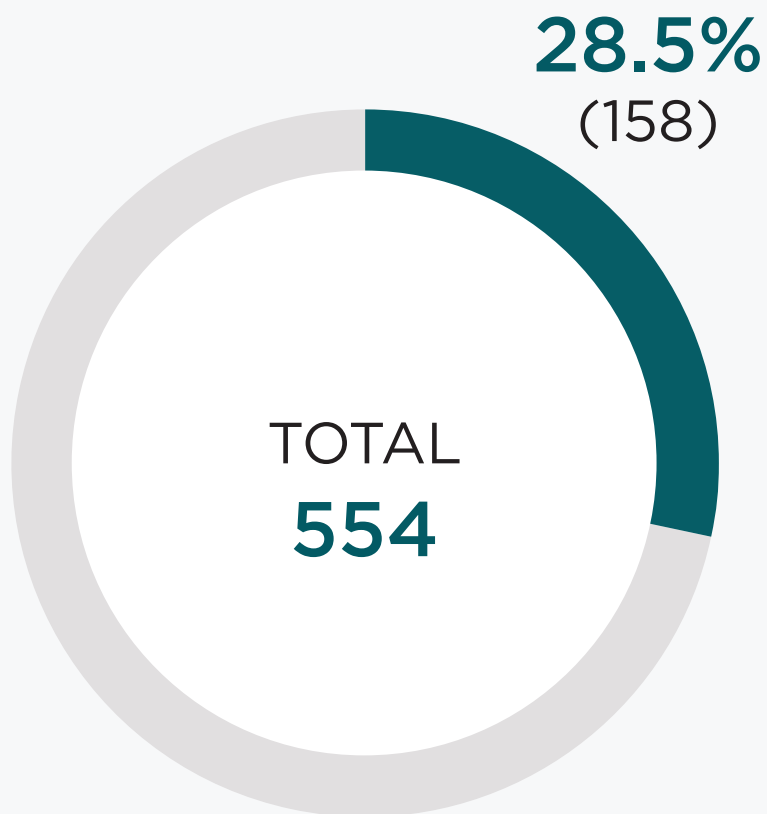


In June 2020, we invited all current editorial board members to complete an online diversity monitoring survey. At the time of the survey the editorial boards had a total number of 554 members. 158 responded to the survey (29% response rate).

\*Industry classification is made of board members who are based at institutes that do not award undergraduate or postgraduate degrees.



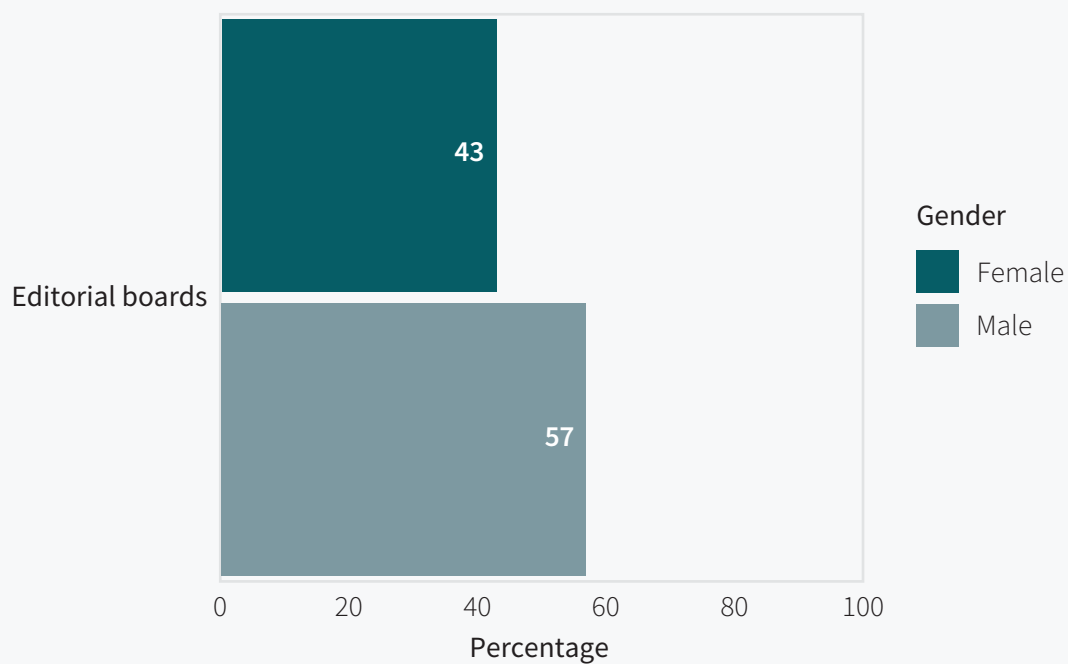
## Overall response rates for editorial boards



**Editorial boards**

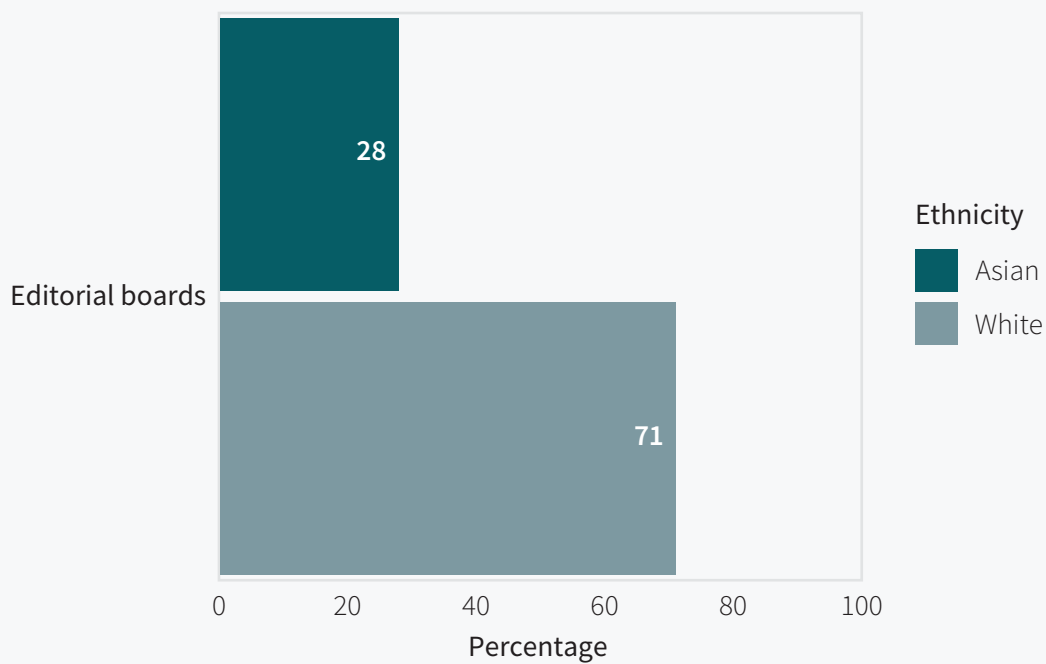
## Editorial boards | Gender

Category	Respondents	Total	Response rate (%)
Editorial boards	155	554	28



## Editorial boards | Ethnicity

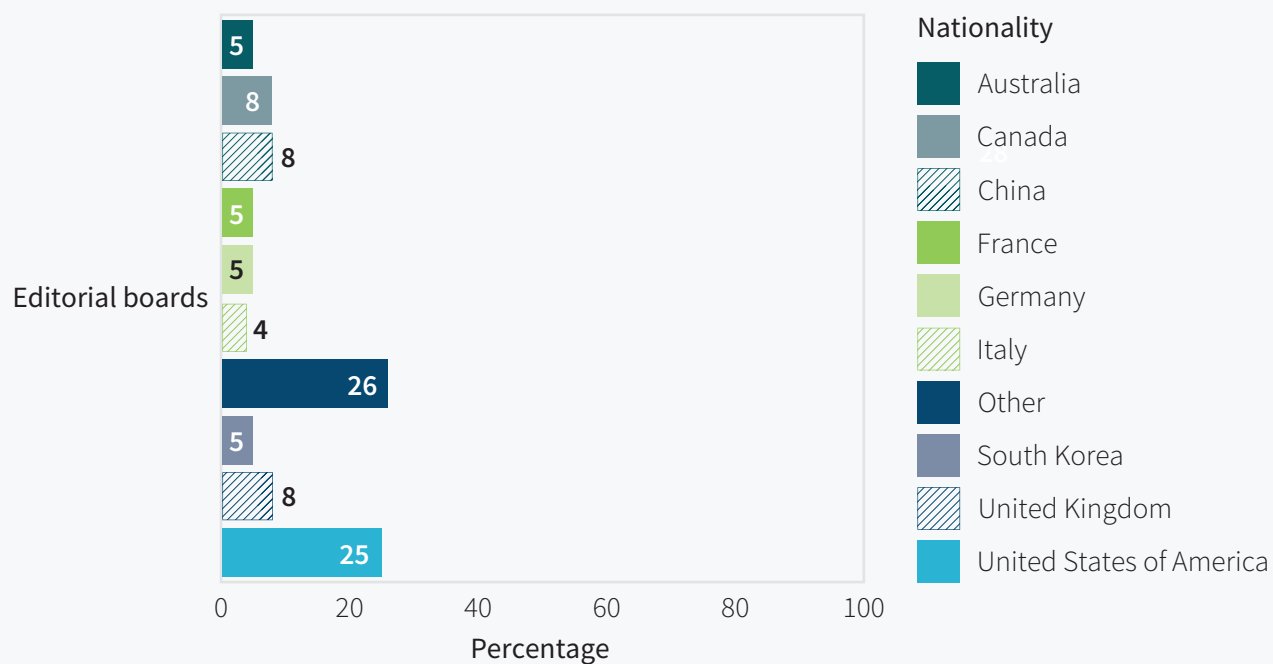
Category	Respondents	Total	Response rate (%)
Editorial boards	156	554	28



Due to rounding and/or removal of data sets that risk individuals' identification (less than 5) the sum of all data is not 100%.

## Editorial boards | Nationality

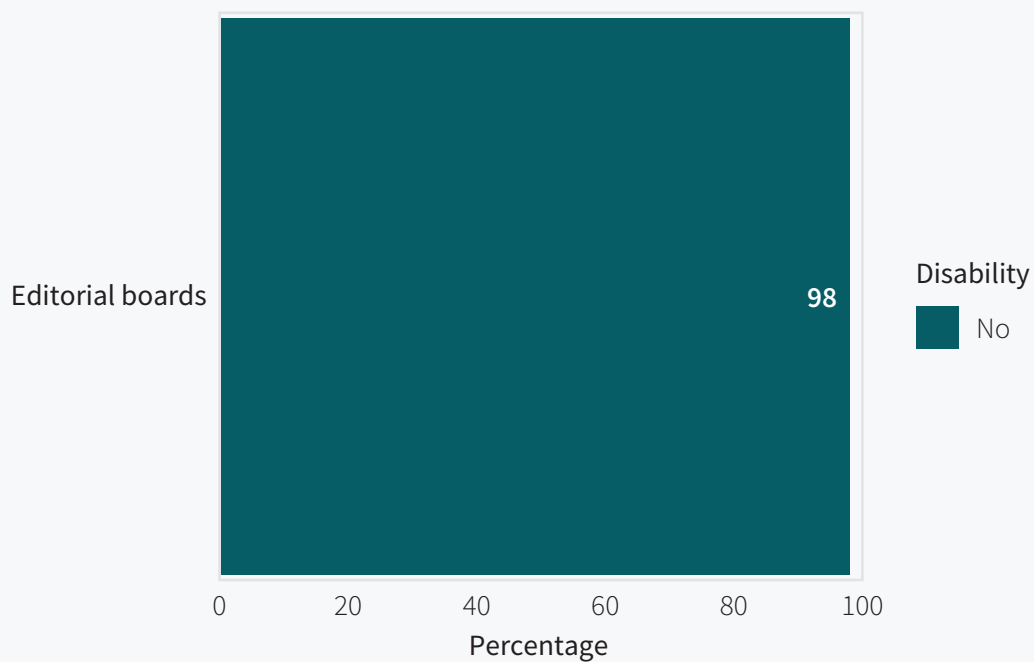
Category	Respondents	Total	Response rate (%)
Editorial boards	156	554	28



Due to rounding and/or removal of data sets that risk individuals' identification (less than 5) the sum of all data is not 100%.

## Editorial boards | Disability

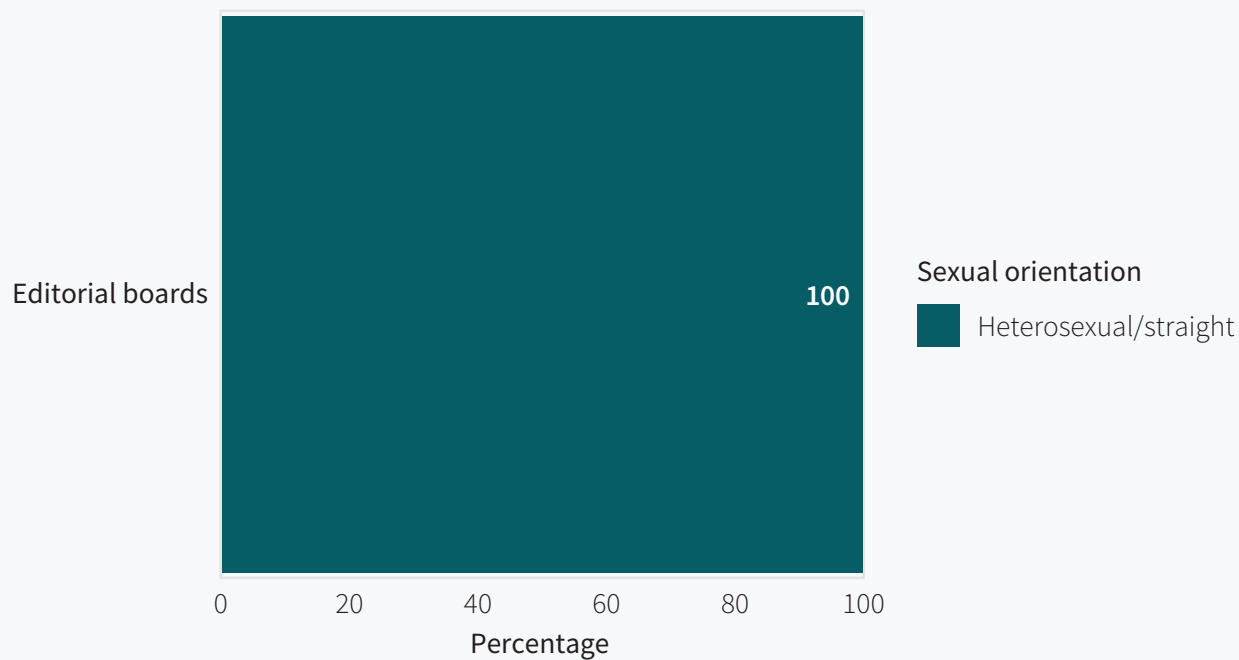
Category	Respondents	Total	Response rate (%)
Editorial boards	156	554	28



Due to rounding and/or removal of data sets that risk individuals' identification (less than 5) the sum of all data is not 100%.

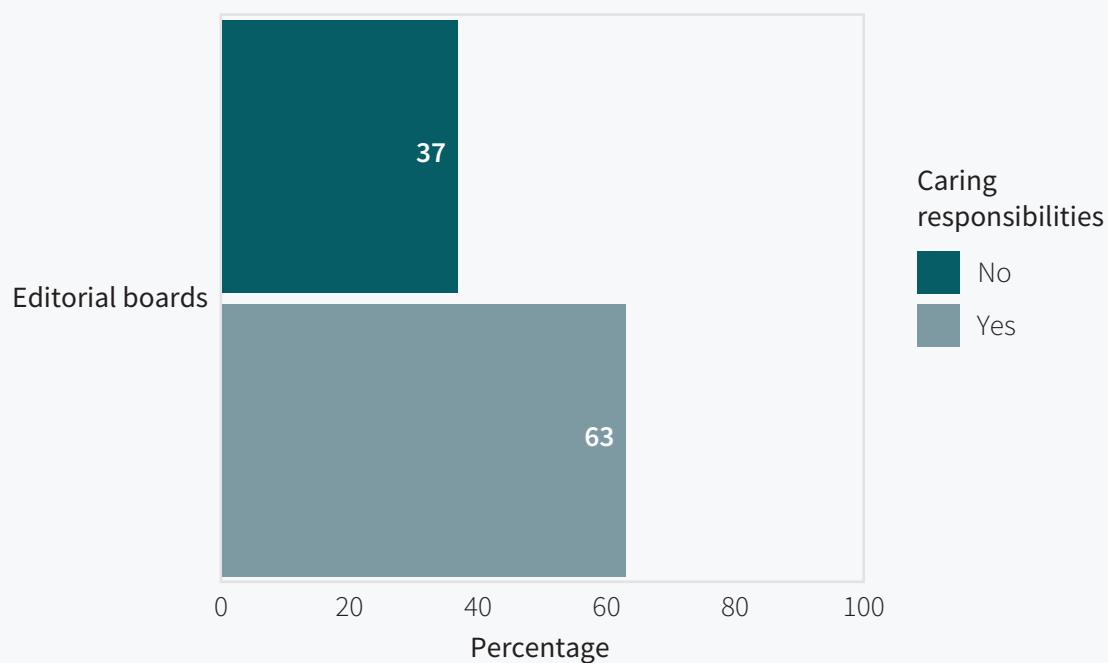
## Editorial boards | Sexual orientation

Category	Respondents	Total	Response rate (%)
Editorial boards	12	554	2



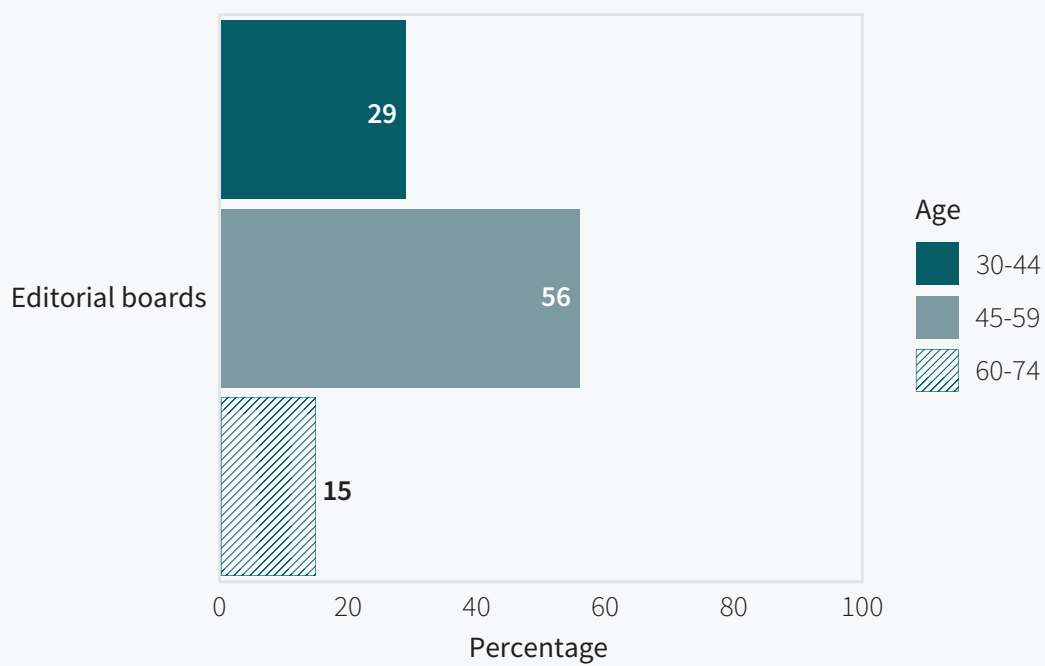
## Editorial boards | Caring responsibilities

Category	Respondents	Total	Response rate (%)
Editorial boards	152	554	27



## Editorial boards | Age

Category	Respondents	Total	Response rate (%)
Editors	155	554	28





## Appendix

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### **The diversity monitoring survey used to collect some of the data presented in this report is included.**

The Royal Society of Chemistry is fully committed to supporting inclusion and diversity in the chemical sciences. As part of this commitment, we ask our members and participants of all our activities to provide diversity information to ensure we collect consistent and meaningful data to understand how diverse our activities are. All data are collected anonymously and are treated sensitively and in accordance with the terms of data protection legislation.

The results of such surveys should enable us to improve our services and provide the best possible offering to our community.

## Gender

What best describes your gender?

- Female
- Male
- Self-describe \_\_\_\_\_
- Prefer not to say

## Ethnic origin

This question is not about your nationality, place of birth or citizenship – it is about the cultural group to which you perceive you belong. Please tick one option that you feel most accurately describes you.

- Arab
- Asian
  - Bangladeshi
  - Chinese
  - Indian
  - Japanese
  - Korean
  - Pakistani
  - Any other Asian background, please describe \_\_\_\_\_
- Black/African/Caribbean
  - African
  - Caribbean
  - Any other Black/African/Caribbean background, please describe \_\_\_\_\_
- Hispanic
  - Any other Hispanic background, please describe \_\_\_\_\_
- Other Mixed/multiple ethnic backgrounds
  - White and Black African
  - White and Asian
  - White and Black Caribbean
  - Any other mixed/multiple ethnic backgrounds, please describe \_\_\_\_\_
- White
  - American
  - British
  - European
  - Irish
  - Any other White background, please describe \_\_\_\_\_
- Any other ethnic background or prefer to self-describe \_\_\_\_\_
- Prefer not to say

### Nationality

This question is about the country or nation that you belong to. Please indicate which best describes your nationality.

(Full world country list)

### Disability

The Equality Act 2010 defines a disabled person as someone who has *'a physical or mental impairment which has a 'substantial' and 'long-term' adverse effect on their ability to carry out normal day to day activities.'*

For example, this can include diabetes, learning difficulties, hearing or speech impairments, arthritis, heart problems, depression, epilepsy etc.

Do you consider yourself to have a disability as defined above?

- Yes
- No
- Prefer not to say

### Sexual orientation

Please indicate from the list which best describes your sexual orientation.

- Asexual
- Gay Man
- Gay Woman/ Lesbian
- Heterosexual/ Straight
- Bisexual
- Pansexual
- Other/self-describe \_\_\_\_\_
- Prefer not to say

### Caring responsibilities

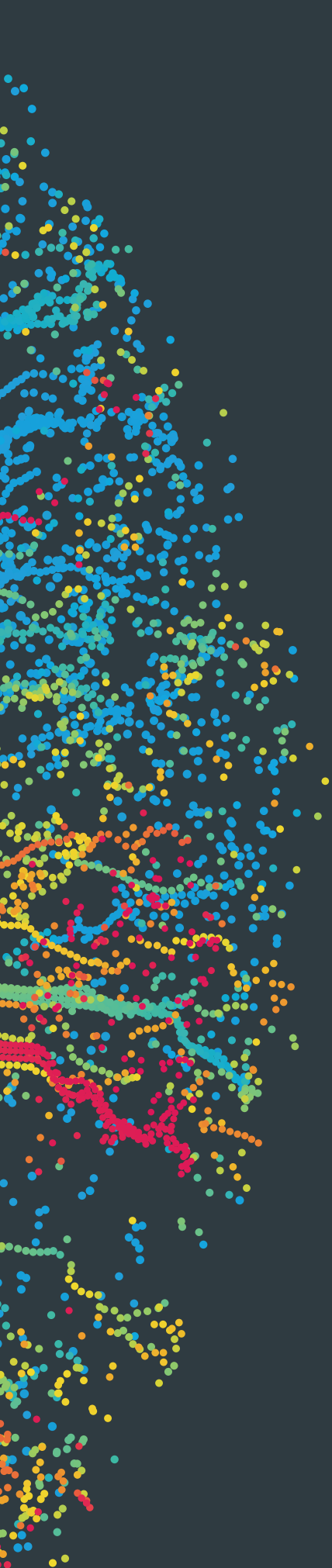
Please indicate from the list which best describes your current caring responsibilities. By caring responsibilities we refer to regular day to day responsibilities for an adult and/or child(ren).

- Primary or sole carer
- Joint carer
- None
- Self-describe \_\_\_\_\_
- Prefer not to say

### Age

Please indicate which best describes your age group.

- 15-19
- 20-24
- 25-29
- 30-34
- 35-39
- 40-44
- 45-49
- 50-54
- 55-59
- 60-64
- 65-69
- 70-74
- 75-79
- 80+
- Prefer not to say



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