Royal Society Te Apārangi Diversity Stocktake

In its diversity policy, put in place in 2016, the Society committed to publishing data for the year ended 30 June 2017. This first report contains data for core Society activities, but not for those activities undertaken on contract for other organisations. We currently do not have ethnicity data for all groups so we have noted Māori membership where we have it, but not in all instances. We also do not have full gender data, only male or female. This will be collected in future. Except for staff (who have been consulted directly), the data presented have been derived from Society records and databases and not specifically authenticated with individuals. These issues will be addressed in future data collection, and will include gender and ethnicity queries in line with Department of Statistics standards for the Census.

Governance and staff

Indicator (as at 30 June 2017)	Total	Male	Female	Māori	% M	% F	%Māori
Council	11	4	7	1	36	64	9
Senior management team	7	4	3	0	57	43	-
Staff (headcount, including part-time but excluding casual staff)	38	9	29	0	24	76	-

We do not have full gender data at this time. This will be collated in future.
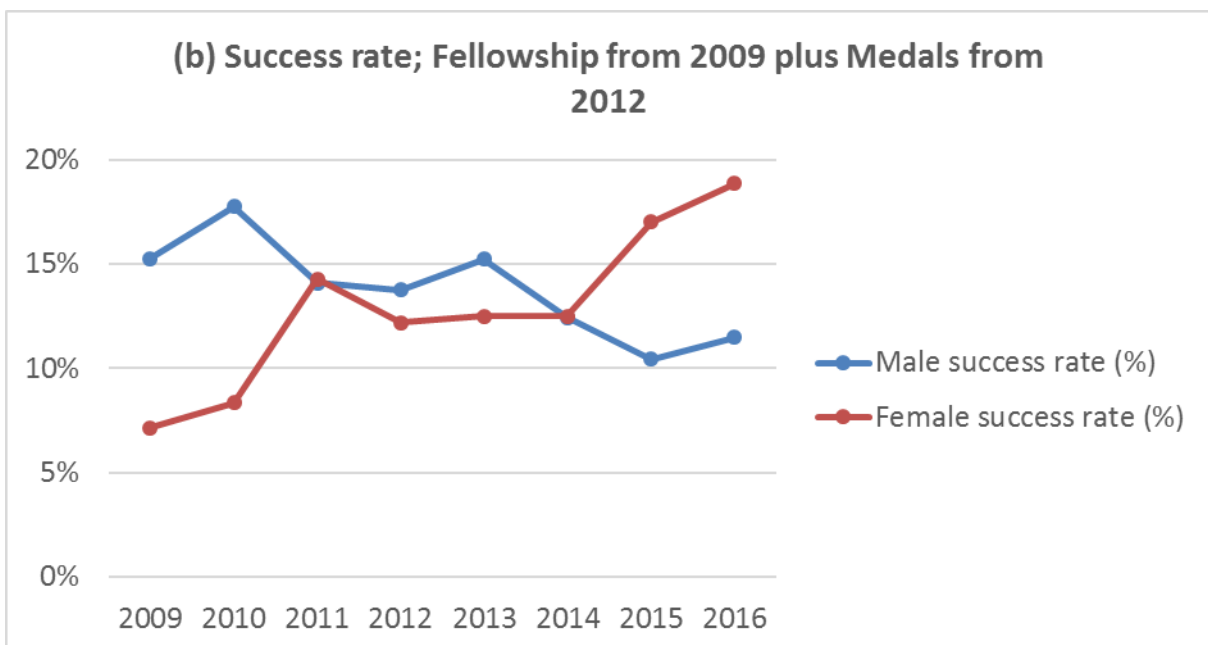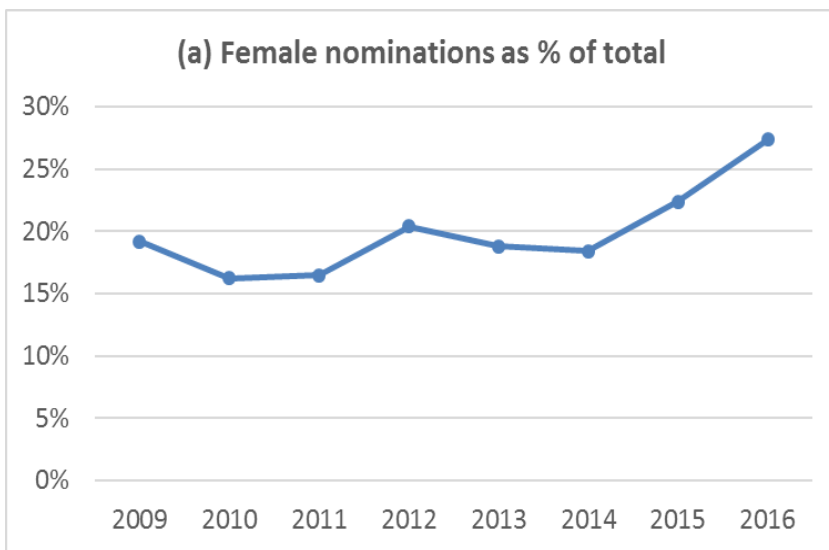
The Academy

The Academy is governed by the Academy Executive Committee. That Committee requires that Fellows undertake a number of selection roles on panels and committees. In 2016 the Society set a starting target that 30% of nominations and panel/committee members should come from under-represented groups. Note: No data has been collected on ethnicity from this group in the past. We will collect this in future.

Indicator	Total	Male	Female	% M	% F
Academy Exec Committee (as at 30 June 2017)	7	4	3	57	43
Hon Fellows (as at 30 June 2017)	58	53	5	91	9
Fellows (as at 30 June 2017)	406	353	53	87	13

Indicator	Total	Male	Female	% M	% F
Fellowship and Medal selection panels and committees (initiated during the 12 months prior to 30 June 2017)	140	106	34	76	24
Nominations under consideration during 2017 for Fellowship, Honorary Fellowship and Medals	221	163	58	74	26

We do not have full gender or ethnicity data at this time. This will be collated in future.

The Society has extracted trend data in regard to (a) the gender breakdown of nominations under consideration for Fellowships from 2009 and also Medals from 2012, and (b) the success rates – the % of nominations of a particular gender that were successful.

Other Members

The Society has been able to characterise the Companion and Professional Member classes on gender, but holds insufficient information to characterise the Associate Member class. Note: No data have been collected on ethnicity in the past. We will collect this in future.

Indicator (as at 30 June 2017)	Total	Male	Female	% M	% F
Companions	43	31	12	72	28
Professional members	537	385	152	72	28

We do not have full gender or ethnicity data at this time. This will be collated in future.

Expert Advice and Research Practice Advice

The Society appoints people with demonstrated expertise to panels and reference groups for both developing expert advice to the Government and public, and research practice advice for the research community.

Indicator (initiated during the year to 30 June 2017)	Total	Male	Female	Māori	% M	% F	% Māori
Expert advice and practice panels and reference groups	43	25	18	12	58	42	28

We do not have full gender data at this time. This will be collated in future.

Public Talks

The Society selects experts to give public talks, or to participate in panel presentations and discussions; and the winners of particular medals or awards are required to do a series of talks. As some speakers repeat their presentations in more than one location the data are shown in two ways – as a straight count of speakers, and secondly, as the number of speaker appearances.

Indicator (in the 12 months to 30 June 2017)	Total	Male	Female	Māori	% M	% F	% Māori
Speakers	48	28	20	4	58	42	8
Appearances	108	70	38	4	65	35	4

We do not have full gender data at this time. This will be collated in future.