

Equality, Diversity & Inclusion



SfAM seeks to encourage equality, diversity and inclusion in microbiology and related disciplines, and promotes inclusive practices in support of this.

We value diversity because it is necessary to enable full utilization of the best talents in applied microbiology and ensure that the application of microbiology serves the needs of all citizens.

Background



Equality and diversity issues in STEM (Science, Technology, Engineering and Mathematics) are complex and there is unlikely to be a single approach that is effective to bring parity. It is also likely that STEM careers provide a magnifying glass on inequality of opportunity in wider society, making it necessary for STEM employers to address equality in partnership with other fields.

For those members of minority groups who make it into STEM careers, there remain issues of disparity with majority white, male, able-bodied people from higher socio-economic backgrounds.

Working environment, culture and the pathway to career progression contribute barriers to equality and diversity at all levels of STEM, and are manifest in the 'leaky

pipeline' as well as measures of equality such as relative status, pay and responsibilities. Greater understanding of the impacts these factors have on individual experience, self-esteem, ambition and achievement, is likely to invite solutions that will make positive and lasting changes in STEM workplaces.

There also needs to be better provision for the times when things go wrong. STEM staff wishing to pursue grievances or blow the whistle on practices that are against official guidelines or illegal, require better information and support.

SfAM continues to respond to these challenges. We also seek to apply relevant recommendations from external bodies, where appropriate and feasible.

'STEM careers provide a magnifying glass on inequality of opportunity in wider society'



Our Commitments

Ensure diversity and inclusion within our staff, trustees and committees by creating equality of opportunity and promoting good practices that supports everyone.

Draw from the widest possible pool of talent when inviting speakers and chairs for our scientific meetings.

Appoint an equality and diversity champion on SfAM's Executive Committee.

Explicit equality and diversity guidance in the SfAM Staff Handbook.

Enhanced briefing of chairs to promote an inclusive environment at scientific meetings.

Offering a dependents grant as a top-up to our Scientific Meetings Attendance Grant.

Improved accessibility of meeting venues and publications.

Support for early career researchers via our Early Career Scientists Committee.

Work with the Royal Society of Biology and our partners in the Learned Society sector to support and promote schemes for diversity and inclusion.

About SfAM

SfAM is the oldest microbiology society in the UK, serving microbiologists around the world. As the voice of applied microbiology, SfAM works to advance, for the benefit of the public, the science of microbiology in its application to the environment, human and animal health, agriculture and industry. It works in collaboration with other organizations to ensure evidence-based policymaking and,

in partnership with Wiley, publishes five internationally acclaimed journals. Value for money and a modern, innovative and progressive outlook are the Society's core principles. A friendly society, SfAM values integrity, honesty and respect, and seeks to promote excellence and professionalism and to inspire the next generation of microbiologists.

Society for Applied Microbiology

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