

## BSG Equality, Diversity and Inclusion Report – Summer 2023

The BSG is committed to promoting and delivering equality, diversity and inclusion (EDI) in all aspects of its activities. We recognise that best practice of gastroenterology to optimise patient outcomes depends on having equality of opportunity for all healthcare professionals in gastroenterology.

One of the actions of the recently released BSG EDI strategy is to publish data on membership, committees, council, guideline author groups, and event speakers and chairs which is outlined below. This report will be published annually, with an update each year on progress against the 3-year plan.

**Disclaimer:** Currently the data on EDI characteristics of BSG members is incomplete, with approximately 30% of ethnicity data and about 75% of gender data available. With the new BSG website launching soon, we will be asking all members when first logging in to reconfirm this data, with the aim that by mid 2024 we have a much more complete data set.\*

### BSG membership EDI percentages - July 2023\*

Gender	All members
Male	57%
Female	41%
Other	0%

Ethnicity	All members	% female members
Arab	4%	1%
Asian/ Asian British	29%	18%
Black/ African/ Caribbean/ Black British	5%	5%
Mixed/ Multiple ethnic groups	4%	5%
Other ethnic group	4%	3%
White	54%	68%

## **BSG Events**

The summary data is presented for 2022-23 in the table below. Please see the more detailed supplementary report for speaker and chair breakdowns.

	Membership *	Campus 22	In person events	BSG LIVE 23 exc nurses	BSG LIVE 23 nurses
Arab	4%	2%	4%	4%	0%
Asian/ Asian British	29%	22%	29%	25%	8%
Black/ African/ Caribbean/ Black British	5%	2%	1%	1%	0%
Mixed/ Multiple ethnic groups	4%	0%	1%	1%	0%
Other ethnic group	4%	1%	2%	3%	4%
Rather not say	-	4%	4%	6%	0%
White	54%	69%	59%	60%	88%
Male	59%	67%	52%	60%	23%
Female	41%	32%	48%	39%	73%
Non-binary		0%	0%	1%	4%
Rather not say		1%	0%	0%	0%

## **BSG Guideline Development Groups**

Aggregated ethnicity and gender data of current groups is as follows.

	<b>2023</b>
Arab	5%
Asian/ Asian British	16%
Black/ African/ Caribbean/ Black British	0%
Mixed/ Multiple ethnic groups	0%
Other ethnic group	0%
Rather not say	6%
White	73%

Male	60%
Female	35%
Non-binary	0%
Unknown	5%

### **BSG Committee Membership**

Aggregated section committee membership, as well as council membership is shown below. Gender balance is reported from 2021, ethnicity from 2023. Sections appear to show improvement in ethnicity and gender representation, e.g. percentage of men in section committee roles has gone from 61% to 53% from 2021 to 2023. However, council does not show same balance of representation, though we acknowledge this is a much smaller group, and variation is much more likely.

#### **BSG COUNCIL**

	<b>2023-24</b>	<b>2022-23</b>	<b>2021-22</b>
Male	76%	79%	60%
Female	24%	21%	40%

Arab	4%
Asian/ Asian British	44%
Black/ African/ Caribbean/ Black British	0%
Mixed/ Multiple ethnic groups	0%
Other ethnic group	0%
White	52%

#### **BSG SECTIONS**

	<b>23-24</b>	<b>22-23</b>	<b>21-22</b>
Male	53%	60%	61%
Female	47%	40%	39%
Non binary	0%	0%	0%
Rather not say	0%	0%	0%

Arab	4%
Asian/ Asian British	27%
Black/ African/ Caribbean/ Black British	1%
Mixed/ Multiple ethnic groups	0%
Other ethnic group	0%
White	50%
Not disclosed	18%