

# BSG Equality, Diversity and Inclusion Report – Summer 2024

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 outputs from the BSG EDI strategy is to publish an annual report on membership, committees, council and event speakers and chairs which is outlined below.

## An update on BSG member EDI data

Last year BSG had approximately 30% of ethnicity data and 75% gender data for members. After launching a new website, all members when first logging in are being asked to reconfirm this data. This has been combined with other data sets such as event registration data to ‘fill in gaps’.

BSG now has around 95% of gender data. There is some more work to do on ethnicity but now hold 50% of ethnicity data. BSG will continue to look at ways to gather more accurate data on our members, especially around ethnicity.

## Appropriate representation within the Society

The following ranges were agreed as appropriately representative for based on BSG membership, and BSG LIVE delegate attendance, but acknowledge the limitations of the current data set and continue to explore other datasets to inform these ranges.

Ethnicity	Overall %	Female
Arab	4-6%	2-3%
Asian/ Asian British	27-30%	17-18%
Black (inc African/ Caribbean/ Black British)	3-5%	3-5%
Mixed/ Multiple ethnic groups	2-4%	3-5%
Other ethnic group	3-4%	3-4%
White	50-59%	65-67%

Gender	Overall %
Male	50-59%
Female	41-46%
Non-binary or Other	0.3-1%

Throughout this report, the percentage of each demographic is colour coded, red if under-represented by more than 2% compared to the suggested ranges above, and green if over 2% of suggested ranges given above.

## **BSG membership EDI percentages**

Gender	YOY	%
Male	-1%	58%
Female	-3%	38%
Others	0%	0%
Rather not say	0%	4%
Not disclosed (proportion of membership)		0.3%

Ethnicity	YOY	% all	% female
Arab	1%	5%	2%
Asian / Asian British	1%	30%	20%
Black	-1%	4%	4%
Mixed / Multiple ethnic groups	0%	4%	5%
Other ethnic group	0%	4%	3%
White	-2%	52%	65%
Rather not say		2%	1%
Not disclosed (proportion of membership)	-16%	48%	46%

## **The future of the specialty**

The future of the medical workforce encompasses speciality trainees, IMTs, Foundation Doctors and Undergraduates with an interest in Gastroenterology. In these aggregates membership categories, gender balance aligns with the suggested ranges stated above. There are increases in Asian and Black members in these groups compared to overall membership, and so the BSG should pay close attention to ensuring these growing groups are sufficiently well-represented.

Gender	YOY change	% members
Male	-2%	55%
Female	2%	39%
Non-binary	0%	0%
Rather not say	0%	6%

Ethnicity	YOY change	% members
Arab	1%	6%
Asian / Asian British	4%	41%
Black	0%	7%
Mixed / Multiple ethnic groups	1%	6%
Any other ethnic group	-4%	0%
White	-3%	38%
Rather not say	2%	2%
Not disclosed (proportion of membership)	-13%	42%

## **Nurse membership**

The below tables show how BSG's membership compares to NMC's 2023 data on the demographics of the UK nursing workforce. The second table compares BSG data to NHSE WRES data that segments demographic data by AfC pay bands.

	<b>NMC</b>	<b>BSG</b>
Arab	0%	0%
Asian/ Asian British	15%	16%
Black/ African/ Caribbean/ Black British	11%	4%
Mixed/ Multiple ethnic groups	1%	2%
Other ethnic group	1%	5%
Rather not say	3%	1%
White	68%	72%
Unknown	0%	

Male	12%	16%
Female	88%	78%
Non-binary		
Unknown/rather not say	0%	6%

<b>Band 6+</b>	<b>WRES</b>	<b>BSG</b>
White	78%	76%
Female	88%	80%

<b>All bands</b>	<b>WRES</b>	<b>BSG</b>
White	70%	72%
Female	88%	78%

Compared to NMC's 2023 data on the whole nursing workforce, BSG's nurse membership has a slightly higher proportion of white nurse members (72% vs 70% according to WRES and 68% according to NMC). But the majority of BSG nurse members are band 6+, and the percentage of white nurses is higher in band 6+ roles, with WRES giving a figure of 78% compared to BSG's 76%.

Gender balance of nursing roles doesn't change between bands and is 88% female. BSG has a 78% female nurse membership.

Broadly BSG membership reflects the nursing population reasonably well, but further investigation of the reasons for BSG's lower proportion of female nurse members compared to the nursing workforce may be useful for further reporting.

## BSG Events

BSG Events are one of the most visible opportunities to show a diverse range of speakers and chairs. Relative percentages of the spread of ethnicity and gender is provided for the following: BSG Campus and BSG LIVE, BSG small in person and virtual events (aggregated).

### BSG Campus, November 2023

Faculty Ethnicity	YOY change from Campus 2022	Campus 23
White	-21%	48%
Asian/ Asian British	7%	29%
Rather not say	-3%	2%
Unknown	11%	11%
Mixed/ Multiple ethnic groups	2%	3%
Arab	4%	6%
Black/ African/ Caribbean/ Black British	-1%	1%

Faculty Gender	YOY change	Campus 23
Male	-2%	65%
Female	5%	35%
Non-binary	0%	0%
rather not say	0%	0%
unknown	0%	0%

Female Faculty ethnicity breakdown	YOY change	Campus 23
Arab	12%	12%
Asian/ Asian British	30%	30%
Black/ African/ Caribbean/ Black British	5%	5%
Mixed/ Multiple ethnic groups	5%	5%
Rather not say	0%	0%
Unknown	12%	12%
White	36%	36%

### BSG LIVE, June 2024

#### Conference delegates (Exc industry, staff)

Gender	YOY Change	% Delegates
Male	-2%	48%
Female	1%	47%
Non-binary	0%	0%
Rather not say	2%	5%

Ethnicity	YOY change	% delegates	% female delegates
Arab	-1%	5%	3%
Asian/ Asian British	5%	31%	23%
Black/ African/ Caribbean/ Black British	1%	5%	4%
Mixed/ Multiple ethnic groups	1%	3%	3%
Other ethnic group	0%	4%	3%
White	2%	52%	64%

## BSG LIVE 2024 Faculty

### Faculty excluding Nurses

	Speakers	Chairs	Overall	YOY Change
Arab	0.4%	6.2%	3%	0%
Asian/ Asian British	22.6%	33.0%	27%	8%
Black/ African/ Caribbean/ Black British	0.3%	0.2%	1%	0%
Mixed/ Multiple ethnic groups	3.2%	1.0%	2%	2%
Other ethnic group	0.6%	1.0%	2%	-1%
Rather not say	1.0%	3.0%	4%	-10%
White	63.0%	51.6%	56%	-5%
Unknown	9.0%	4.0%	6%	

Male	57.5%	55.8%	59%	6%
Female	34.7%	34.9%	34%	-2%
Non-binary	0.0%	0.0%	0%	0%
Rather not say	0.9%	4.7%	2%	-9%
Unknown	6.8%	4.7%	4%	

### Nurse Faculty

	Speakers	Chairs	Overall	YOY
Arab	0%	0%	0%	0%
Asian/ Asian British	0%	3%	1%	-7%
Black/ African/ Caribbean/ Black British	0%	0%	0%	0%
Mixed/ Multiple ethnic groups	0%	0%	0%	0%
Other ethnic group	0%	0%	0%	-4%
Rather not say	0%	0%	0%	0%
White	100%	95%	98%	10%
Unknown	0%	2%	1%	1%

Male	11%	3%	8%	-15%
Female	83%	95%	89%	16%
Non-binary	6%	0%	3%	-1%
Rather not say	0%	2%	0%	0%
Unknown	0%	0%	0%	0%

## BSG LIVE 2024 Programme Committee

Gender	%
Male	61%
Female	33%
Non-binary	0%
Rather not say/unknown	6%

Ethnicity	%
Arab	6%
Asian/ Asian British	28%
Black/ African/ Caribbean/ Black British	0%
Mixed/ Multiple ethnic groups	0%
Other ethnic group	0%
White	54%
Rather not say/unknown	13%

## BSG small events faculty - aggregated

Ethnicity	% faculty
Arab	5%
Asian/ Asian British	22%
Black/ African/ Caribbean/ Black British	0%
Mixed/ Multiple ethnic groups	3%
Other ethnic group	0%
Rather not say	0%
White	63%
Unknown	9%
Gender	
Male	61%
Female	37%
Non-binary	0%
Rather not say	0%
Unknown	1%

## **BSG Committee Membership**

Aggregated section committee membership, as well as council membership is shown below. Gender balance is reported from 2021, ethnicity from 2023. For the first time since reporting on this, there appears to be slightly more women than men in section committees. However, there is a higher proportion of white members serving on sections compared to the previous year, but there is still work to do to get complete picture of ethnicity for all members.

### **BSG COUNCIL**

24-25		23-24		22-23		21-22	
Male	64%	Male	76%	Male	79%	Male	60%
Female	36%	Female	24%	Female	21%	Female	40%

24-25		23-24	
Arab	4%	Arab	4%
Asian/ Asian British	40%	Asian/ Asian British	44%
Black/ African/ Caribbean/ Black British	0%	Black/ African/ Caribbean/ Black British	0%
Mixed/ Multiple ethnic groups	0%	Mixed/ Multiple ethnic groups	0%
Other ethnic group	0%	Other ethnic group	0%
White	48%	White	52%
Not disclosed	8%		

### **BSG SECTIONS**

24-25		23-24		22-23	
Male	46%	Male	53%	Male	60%
Female	47%	Female	46%	Female	40%
Non binary	0%	Non binary	0%	Non binary	0%
unknown	4%	Rather not say	0%	Rather not say	0%
Rather not say	3%				

24-25		23-24	
Arab	3%	Arab	4%
Asian / Asian British	28%	Asian/ Asian British	26%
Black/ African/ Caribbean/ Black British	1%	Black/ African/ Caribbean/ Black British	1%
Mixed/ Multiple ethnic groups	1%	Mixed/ Multiple ethnic groups	0%
Other ethnic group	1%	Other ethnic group	0%
White	59%	White	50%
not disclosed	6%	Not disclosed	18%
Rather not say	2%		