

# Equality, Diversity and Inclusion at the ICR

## At a glance



The Institute of Cancer Research, London is strongly committed to creating the best possible culture, and to promoting equality and diversity in every aspect of our work.

We aim to be the employer of choice for people working in cancer research. Our work to create a culture where everyone is valued, where staff and students are supported to reach their potential and where all are treated with kindness and respect underpins our scientific research and collaborations.

### Athena SWAN

The Athena SWAN Charter recognises commitment to advancing better opportunities for women in science and broadening work to ensure inclusivity in research and academia.

The ICR has held an Athena SWAN Silver Award since 2016. The programme challenges us to consider and address the impact of all our activities on career progression and experiences of all our staff and students.



### Women at the ICR

Some 58 per cent of staff at The Institute of Cancer Research (ICR) are female, and 42 per cent male. Similarly, 54 per cent of our postdoctoral researchers and 32 per cent of our professors are female.



The ICR runs several leadership development programmes for women as part of our commitment to develop leadership capacity within the organisation and ensure all staff have an equal opportunity to reach senior positions. This includes:

- The Women in Science Group

A networking and leadership development group bringing together senior researchers and staff from the ICR and our partner, The Royal Marsden NHS Foundation Trust.

- Future Leaders

Aimed at developing those early in their career who are capable of taking a future leadership role.

- Aurora Leadership Programme

A national women's leadership development programme run by the Leadership Foundation for Higher Education.



### Support for parents and parents-to-be

Researchers at the ICR can apply to 'stop the tenure clock' for up to a year of each period of leave, to minimise the impact of taking maternity leave on their careers.



The ICR can match academic and clinical academic researchers and students with a maternity mentor to discuss concerns and hear the experiences of others.

We offer a range of flexible working options, including compressed hours, job sharing, part-time working and varied start and finish times.



The ICR offers contributions of up to £250 toward the costs of care for children or relatives of staff and students attending residential training courses and conferences.

### Equality Networks

We run three joint equality networks with our colleagues at The Royal Marsden. They are:

- The Race, Ethnicity and Cultural Heritage (REACH) forum
- The Disabilities Network
- The LGBT+ Network

# Equality, Diversity and Inclusion at the ICR Continued

## The Race, Ethnicity and Cultural Heritage forum

The Race, Ethnicity and Cultural Heritage forum, formerly known as the Black, Asian and Minority Ethnic (BAME) forum brings together all our staff and students to meet with other colleagues, learn about each other's experiences, and provides a space to discuss issues and push for initiatives that can help promote diversity and drive greater equality in our workplaces.



The REACH forum meets regularly, both through informal 'lunch and chats', and through formal quarterly meetings used to progress initiatives that support equality and diversity in the workplace.

The ICR is home to staff and students from 64 countries around the world.



## The Disabilities Network

The network for people with disabilities and health conditions is open to anyone with a disability, physical or otherwise, as well as people with other long-term health conditions, and their colleagues.

The network seeks feedback to continue to improve the provisions and adjustments we make for disabled students and staff.

## LGBT+ Network

The LGBT+ Network provides a space for staff and students to meet with colleagues and allies from across the ICR and The Royal Marsden to share experience and to provide mutual support.

The forum meets quarterly to share experiences and highlight issues that may affect LGBT+ staff, students and patients.



## Stonewall Workplace Equality Index

At the ICR, we also participate in the Stonewall Workplace Equality Index ranking, which supports employers to measure their progress in creating welcoming and inclusive workplaces.



In 2018, we applied for the first time to the Index and placed 325 out of 424 - higher than Stonewall would expect for a new applicant.