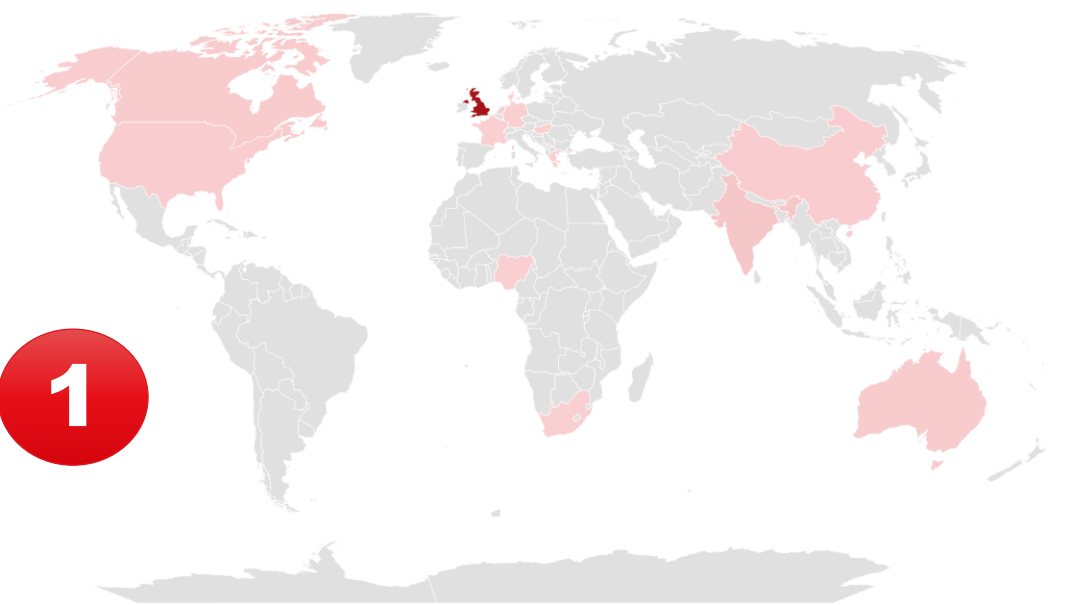


The faces of BMSS

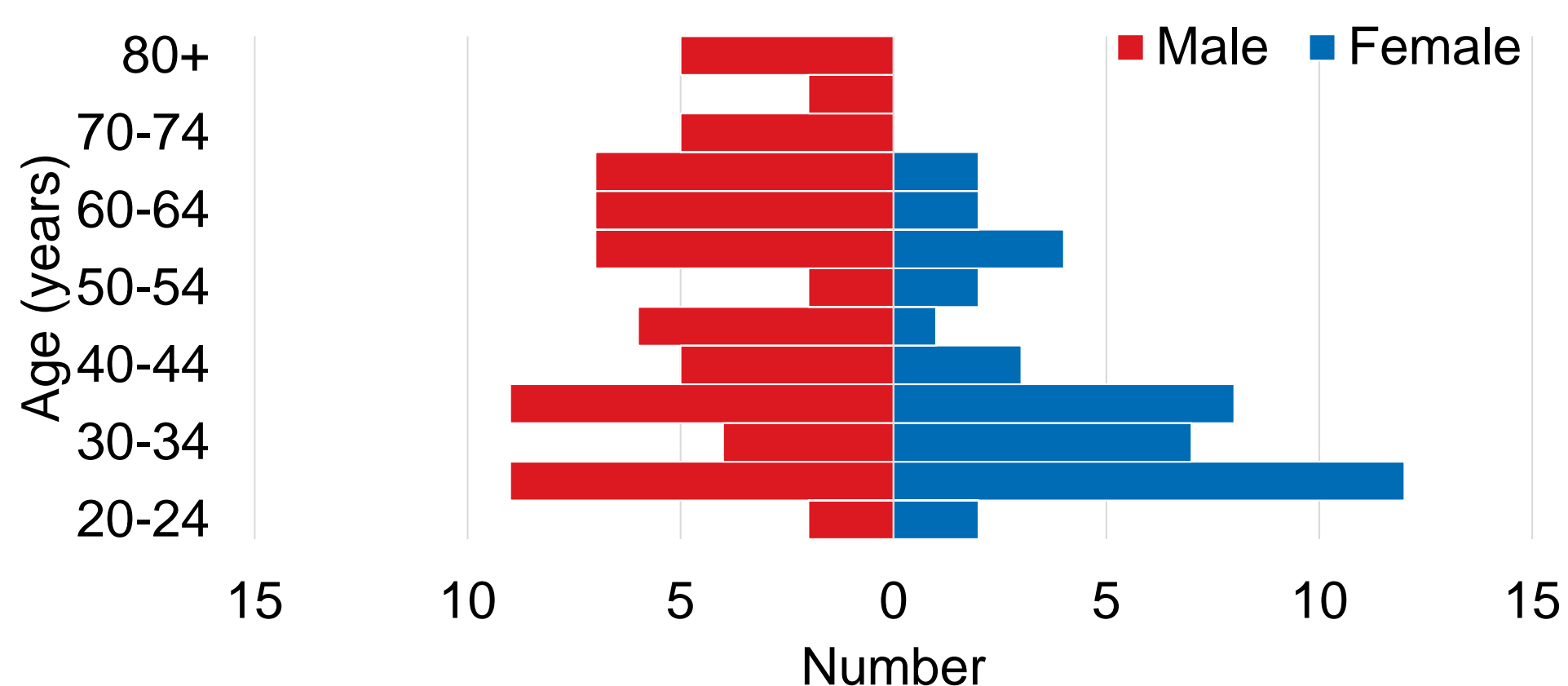
A look at our Society's demographic data prepared by the Equality, Diversity and Inclusion Sub-Committee*

1 Where are BMSS members from? More than 79% of members are from the UK

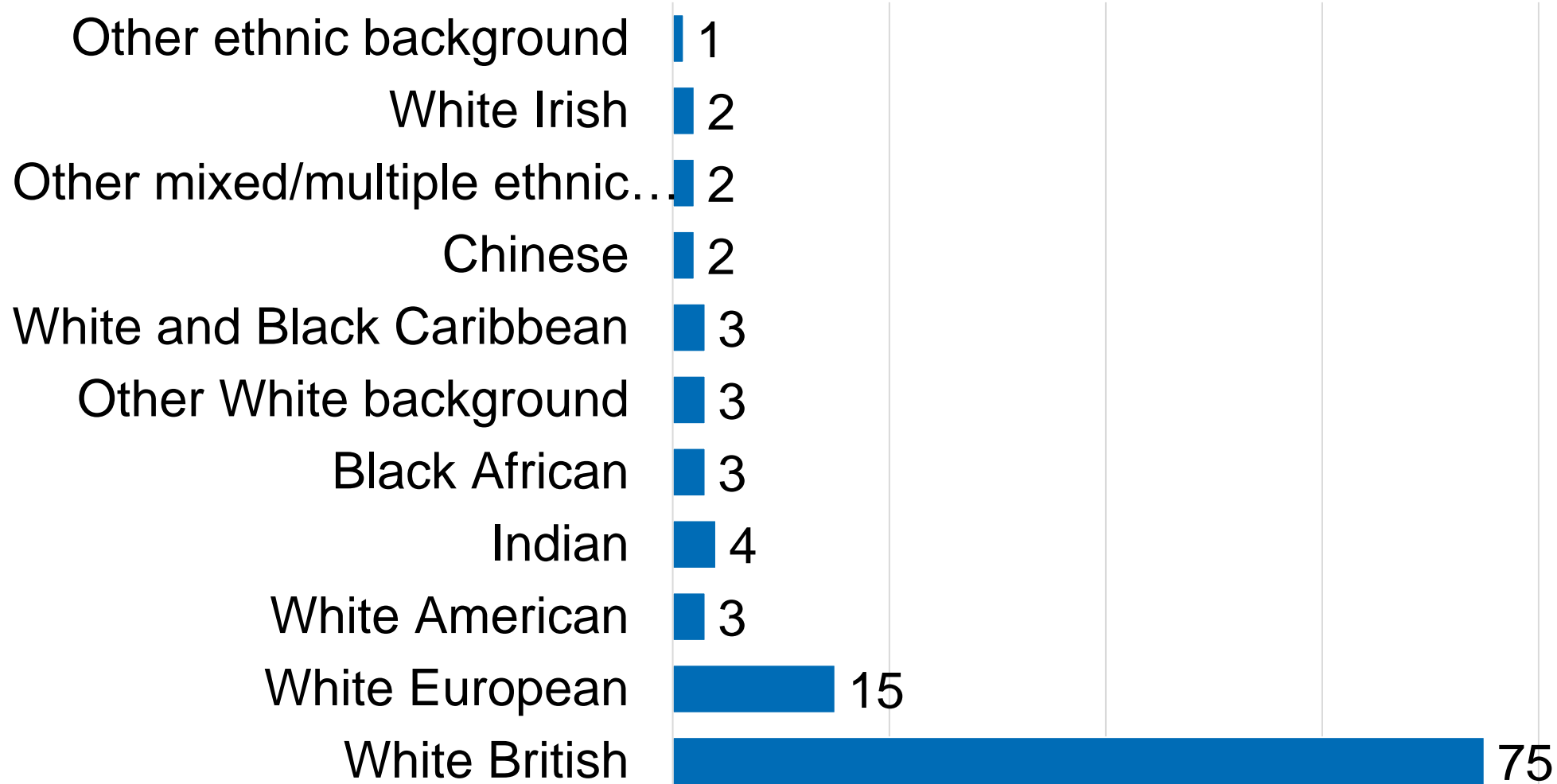


UK	79.1%
India	4.3%
Australia	2.6%
Canada	2.6%
China	1.7%
Netherlands	1.7%
USA	1.7%
Denmark	0.9%
France	0.9%
Germany	0.9%
Greece	0.9%
Hungary	0.9%
Nigeria	0.9%
South Africa	0.9%

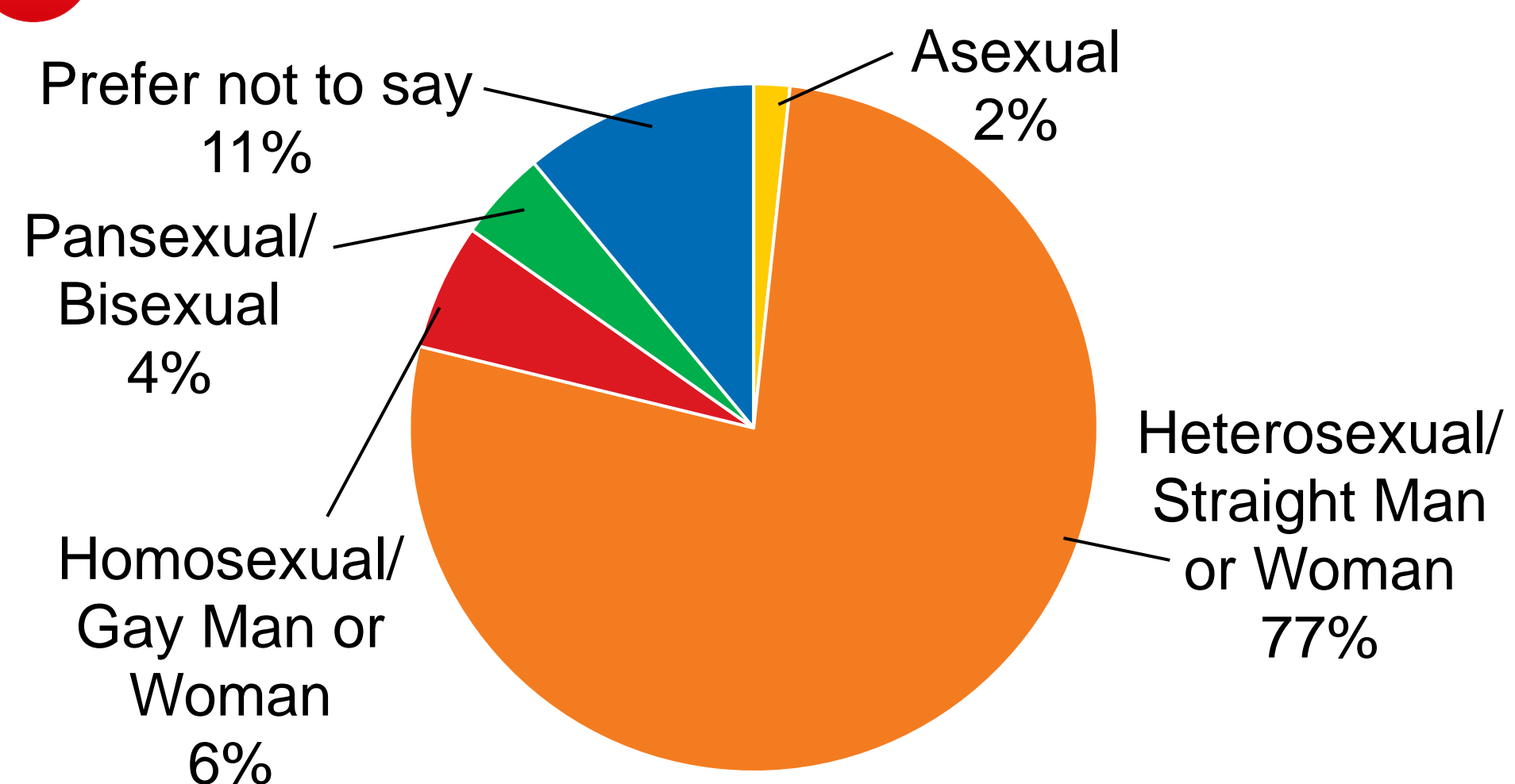
2 Gender Demographics Just under two in five members are female



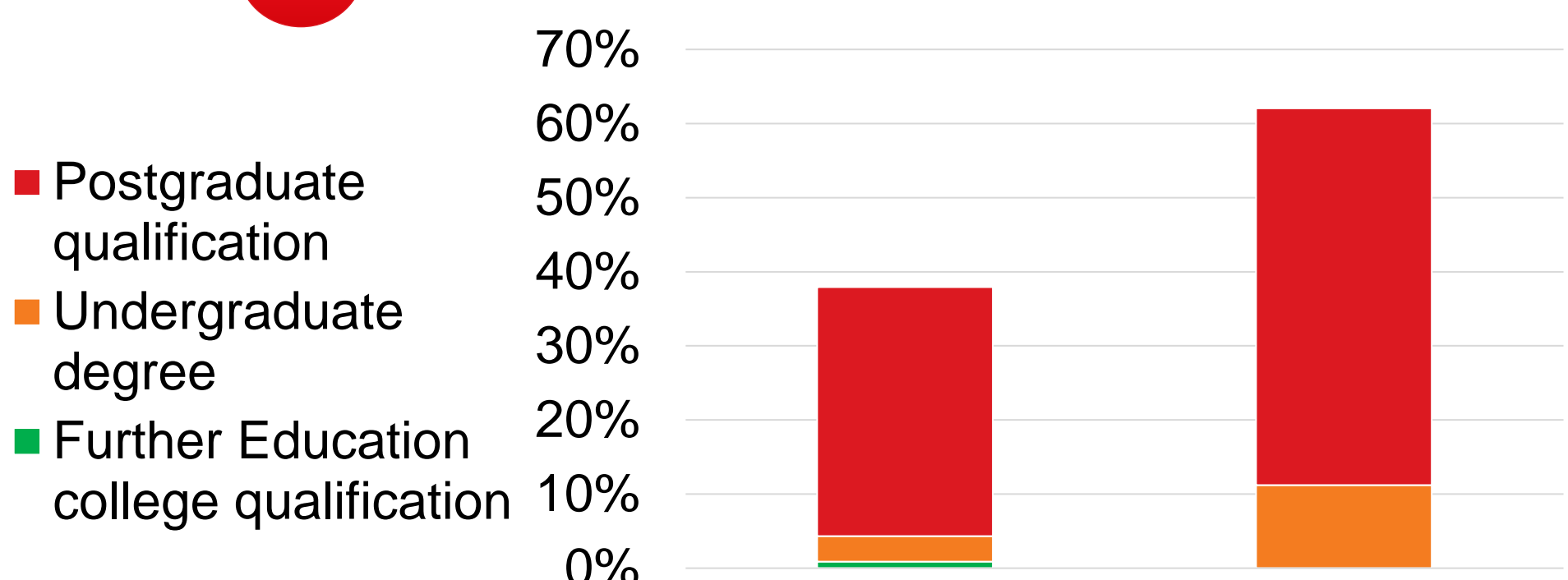
3 Ethnicity The majority of members of white heritage



4 Sexual orientation



5 Educational Level by Gender



The British Mass Spectrometry Society (BMSS) is committed to ensuring equality, diversity and inclusion for its members, employees, scientific partners and the Society's service providers. The BMSS EDI subcommittee, formed in September 2019, has a remit to systematically understand and calibrate the current practice of equality, diversity and inclusion within our Society.

Recent Initiatives

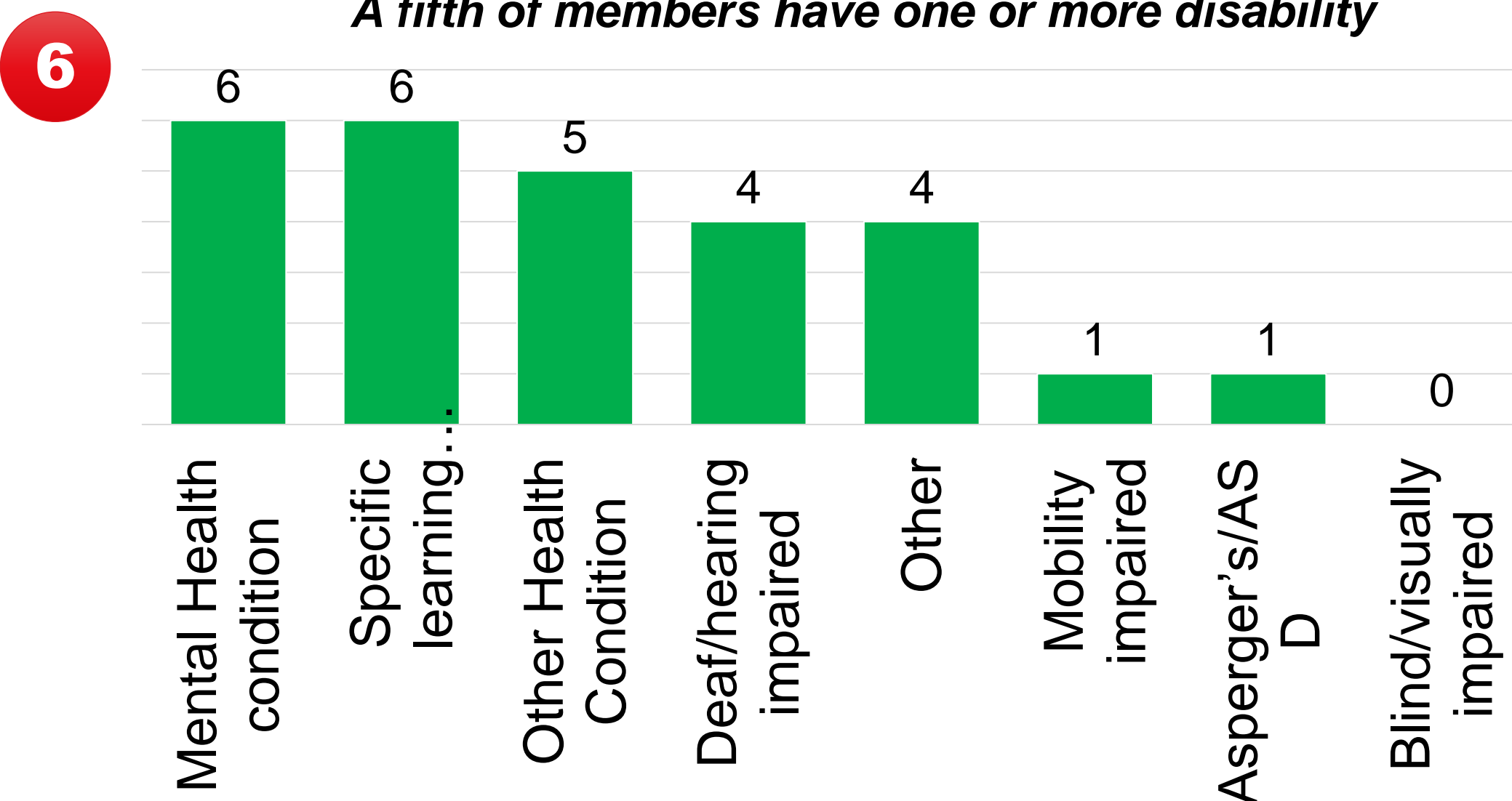
The first initiative of the EDI Sub-Committee was to champion the adoption of the BMSS Carers Support Fund. We have identified caring responsibilities as a key barrier to peer retention and career progression in mass spectrometry. The Society has introduced the BMSS Carers Support Fund to facilitate attendance at scientific events, including but not limited to BMSS meetings, by our members with caring commitments.

At the annual BMSS conference in 2019 we held the first BMSS LGBTQ+ social event. This event was held following the specific request of one of our members. This event was positively received and is now a regular part of the annual conference social programme.

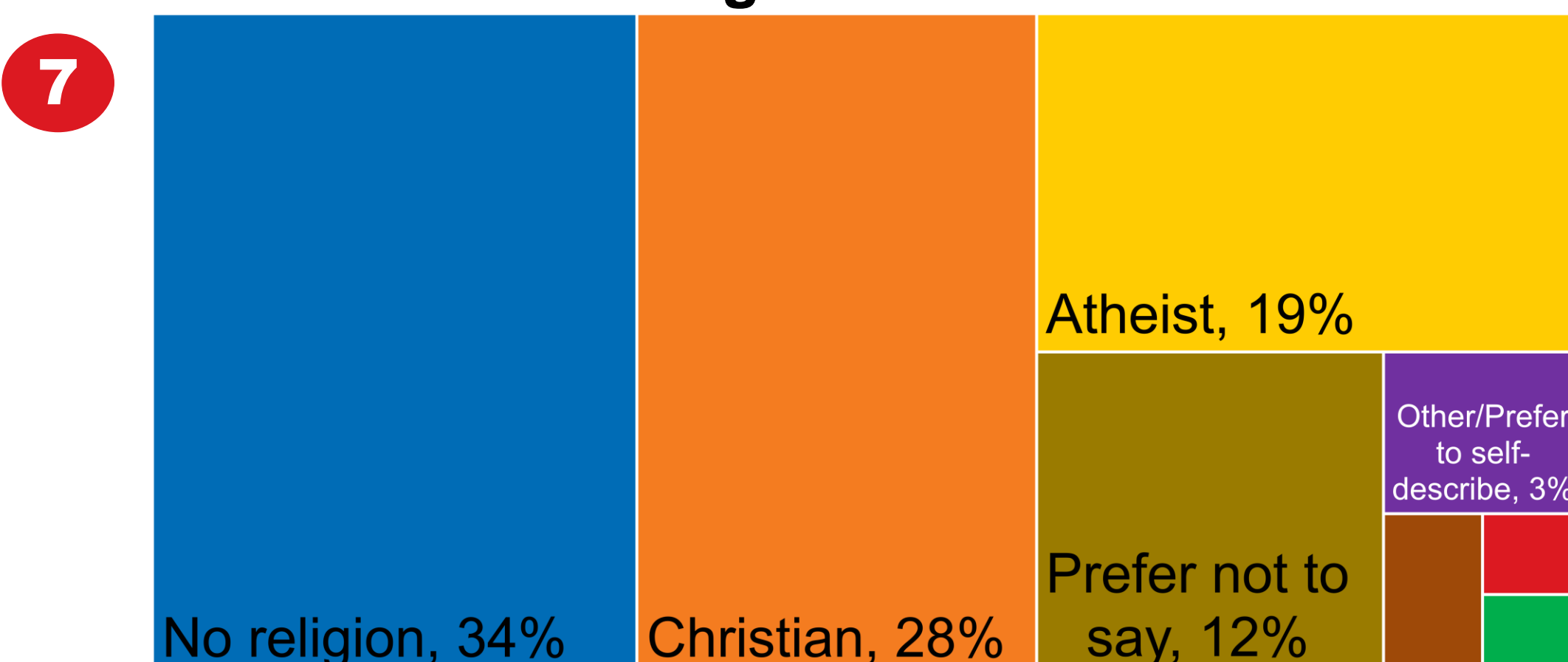
We recognise that it is important to better understand the people we represent. With this in mind, we have designed an anonymous Questionnaire. Here we present 21/22 results.

6 Disability

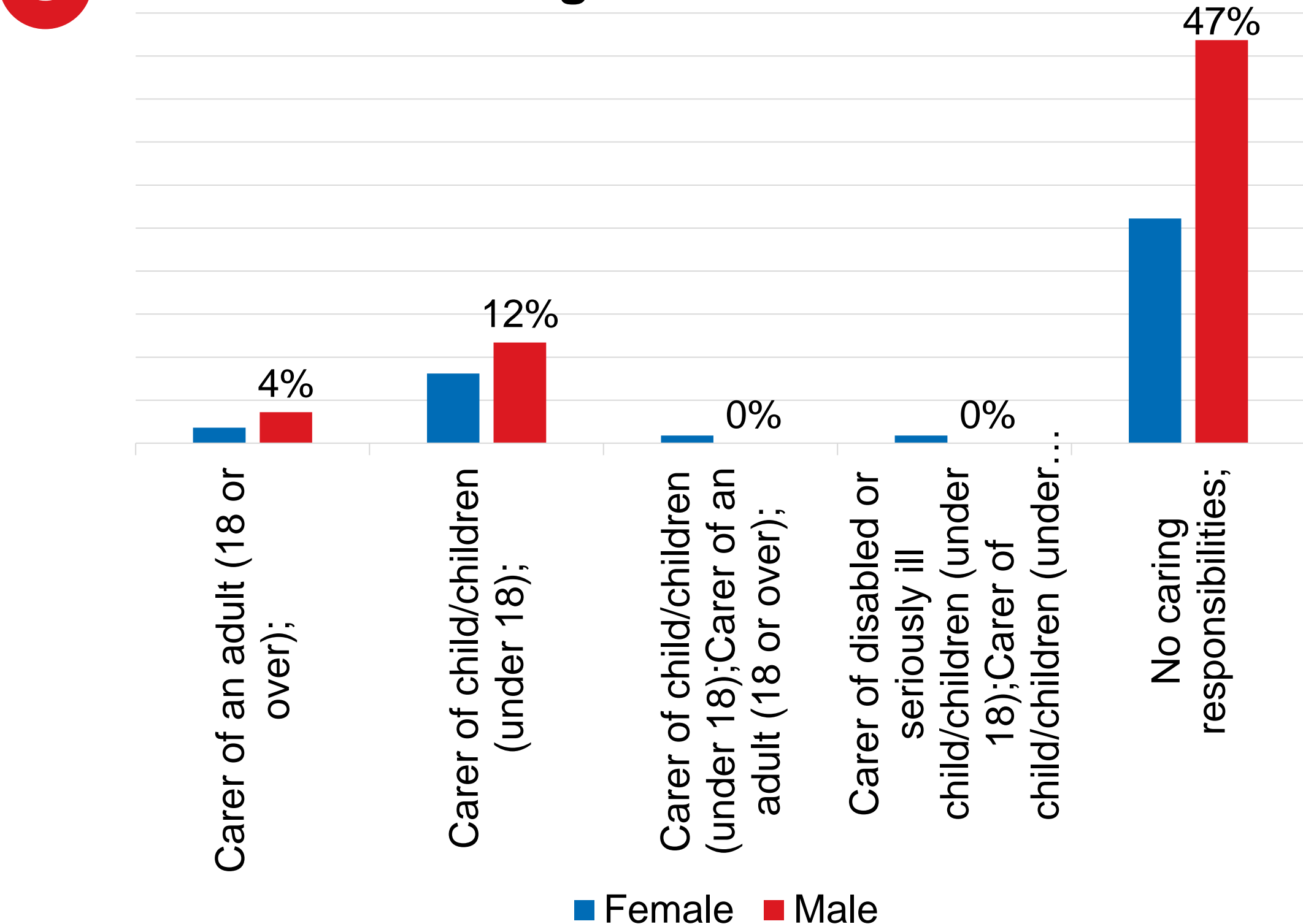
A fifth of members have one or more disability



7 Religion and Belief



8 Caring Commitments



*Data derived from 118 responses to a questionnaire, conducted between 11 October 2021 and 31 January 2022