

## RSC Diversity Data Survey

At the Royal Society of Chemistry, we believe that chemistry should be for everyone and to ensure our products, services, and activities are inclusive as possible, we appreciate you telling us about yourself by completing the questionnaire.

There are around 21 questions in total, and we do encourage you to answer as many as possible. The collated data will give us a richer understanding of our community, which we will use to adapt and improve what we do so that we can reach our aim of making chemistry inclusive for everyone.

Your data will be completely anonymised. Please refer to the RSC's [Privacy statement](#) and [Diversity Data FAQs](#) for further information on how we use and store it.

### 1. Gender identity

With which gender do you most identify? Please select one option:

- Woman
- Man
- Non-binary or gender diverse
- Prefer not to disclose

### 2. Gender identity

Are you trans?

- Yes
- No
- Prefer not to disclose

### 3. Age

Please indicate which best describes your age group:

- 19 or under
- 20-24
- 25-29
- 30-44
- 45-59
- 60-74
- 75 and over
- Prefer not to disclose

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### 4. Country of residence

What is your current country of residence?

June 2022

*Participants answer using a dropdown menu of a standard country list.*

## 5. Nationality

This question is about the country or nation to which you belong. Please indicate which best describes your nationality.

*Participants answer using a dropdown menu of a standard country list.*

## 6. Race and ethnicity

What are your ethnic origins? Please select ALL the geographic areas that apply to you:

- Western Europe
- Eastern Europe
- Central Europe
- North Africa
- Sub-Saharan Africa
- West Asia / Middle East
- South and Southeast Asia
- East and Central Asia
- Pacific / Oceania
- North America
- Central America and Caribbean
- South America
- Prefer to self-describe [*preferred wording, if checkbox also allows open text box*] / Other [*alternate wording, if check box only*]
- Prefer not to disclose

## 7. Race and ethnicity

How would you identify yourself in terms of race? Please select ALL the groups that apply to you:

- Asian or Pacific Islander
- Black
- Gypsy or Traveller
- Hispanic or Latino/a/x
- Indigenous
- Middle Eastern or North African
- Roma
- White
- Prefer to self-describe [*preferred wording, if checkbox also allows open text box*] / Other [*alternate wording, if check box only*]
- Prefer not to disclose

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The following 3 questions ask about disability and long-term conditions in different ways. Please answer each question separately and do not feel that your answer to one should determine your answer to the others.

#### 8. Disability

Do you self-identify as a disabled person?

- Yes
- No
- Prefer not to disclose

#### 9. Disability

Do you experience barriers or limitations in your day-to-day activities relating to any form of disability, long-term health condition or impairment (whether mental or physical)?

- Yes
- No
- Prefer not to disclose

#### 10. Disability

If any, please indicate which best describes your disability, long-term health condition or impairment (whether mental or physical). (Please tick all that apply). If none apply to you, please select 'None of the above':

- Autism
- Blind/visual impairment
- Deaf/hearing impairment
- Mental health condition
- Mobility impairment
- Long-term health condition (e.g., diabetes, cancer, chronic heart disease, epilepsy, HIV)
- Neurodivergent/specific learning difficulty (e.g., ADHD, dyslexia)
- Learning disability
- None of the above
- Prefer not to disclose
- Prefer to self-describe [*preferred wording, if checkbox also allows open text box*] / Other [*alternate wording, if check box only*]

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### 11. Sexual orientation

Please indicate from the list which best describes your sexual orientation:

- Asexual
- Bisexual
- Gay
- Lesbian
- Heterosexual/Straight
- Pansexual
- Prefer to self-describe [*preferred wording, if checkbox also allows open text box*] / Other [*alternate wording, if check box only*]
- Prefer not to disclose

### 12. Caring responsibilities

Please indicate from the list which best describes your current caring responsibilities. By caring responsibilities, we refer to regular day to day responsibilities for an adult and/or child(ren):

- Primary or sole carer
- Joint carer
- None
- Prefer to self-describe [*preferred wording, if checkbox also allows open text box*] / Other [*alternate wording, if check box only*]
- Prefer not to disclose

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### 13. Education

Please indicate your highest level of qualification:

- No qualification
- School level qualification
- Further education college qualification
- Undergraduate degree
- Postgraduate qualification
- Prefer to self-describe [*preferred wording, if checkbox also allows open text box*] / Other [*alternate wording, if check box only*]
- Prefer not to disclose

14. Socio-economic variables

What type of school did you attend for the majority of your time between the ages of 11 - 16?

- Outside the UK: A state-run or state-funded school - Non-selective
- Outside the UK: A state-run or state-funded school - Selective on academic, faith or other ground
- Outside the UK: Independent or fee-paying school - where I received a means tested bursary covering 90% or more of the total cost of attending throughout my time there
- Outside the UK: Independent or fee-paying school
- Within the UK: A state-run or state-funded school - Non-selective
- Within the UK: A state-run or state-funded school - Selective on academic, faith or other ground
- Within the UK: Independent or fee-paying school - where I received a means tested bursary covering 90% or more of the total cost of attending throughout my time there
- Within the UK: Independent or fee-paying school
- I don't know
- Prefer not to disclose
- Prefer to self-describe [*preferred wording, if checkbox also allows open text box*] / Other [*alternate wording, if check box only*]

15. Socio-economic variables

When you were 18, had any of your parents or guardians completed a university degree course or equivalent (e.g., BA, BSc or higher)?

- Yes
- No
- I don't know
- Prefer not to disclose

16. If you finished school after 1980, were you eligible for free school meals at any point during your school years?

- Yes
- No
- Not applicable (finished school before 1980 or went to school overseas)
- I don't know
- Prefer not to say

17. Socio-economic variables

Please tell us about the occupation of your main household earner when you were aged 14.

- Modern professional & traditional professional occupations such as:** teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil / mechanical engineer.
- Senior, middle, or junior managers or administrators such as:** finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager.

June 2022

- **Clerical and intermediate occupations such as:** secretary, personal assistant, call centre agent, clerical worker, nursery nurse.
- **Technical and craft occupations such as:** motor mechanic, plumber, printer, electrician, gardener, train driver.
- **Routine, semi-routine manual and service occupations such as:** postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter/waitress, bar staff.
- **Long-term unemployed** (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year).
- **Small business owners who employed less than 25 people such as:** corner shop owners, small plumbing companies, retail shop owner, single restaurant or cafe owner, taxi owner, garage owner.
- **Other** such as: retired, this question does not apply to me, I don't know.
- **Prefer not to say.**

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## 18. Working patterns

Please indicate which best describes your current working pattern (Please select all that apply):

- Full time (studying)
- Part time (studying)
- Full time (working)
- Part time (working)
- Currently on parental leave
- Currently on long term health leave
- Currently on career break
- Retired
- Unemployed
- Prefer to self-describe [*preferred wording, if checkbox also allows open text box*] / Other [*alternate wording, if check box only*]
- Prefer not to disclose

## 19. Flexible Working

Is flexible working available to you? (Within our definition of flexible working we include – flexi-time; staggered hours; term-time hours; annualised hours; flexible shifts; compressed hours; homeworking.)

- Yes
- No
- Don't know

June 2022

- Prefer not to disclose

## 20. Flexible Working

Do you make use of any flexible working arrangements (see definitions above) currently?

- Yes
- No
- Prefer not to disclose

## 21. Religion

Please indicate from the list which best describes your religion or belief:

- Atheism
- Buddhist
- Christian
- Hindu
- Jewish
- Muslim
- Sikh
- No religion
- Prefer to self-describe [*preferred wording, if checkbox also allows open text box*] / Other [*alternate wording, if check box only*]
- Prefer not to disclose

***Thank you for completing this survey. Your responses help us better understand – and reflect – the chemical sciences community. Please contact [diversity@rsc.org](mailto:diversity@rsc.org) if you have any questions or comments.***