**Call for evidence: Inquiry into Equity in the STEM workforce**

The All-Party Parliamentary Group (APPG) on Diversity and Inclusion in STEM have launched a new inquiry into Equity in the UK STEM workforce. The APPG aims to examine how the Government and organisations employing STEM workers are helping to create a diverse and inclusive environment. This follows on from the work the APPG undertook in 2018, the findings which are summarised in the Inquiry on Equity in STEM education report released in June 2020.

A recent Data Analysis Brief produced by the APPG outlines the current diversity of the STEM workforce highlighting many areas where STEM lags behind when compared with the rest of the workforce.

The Industrial Strategy recognised the value of STEM to the UK economy and how it will become increasingly integral to the UK’s prosperity outside of the European Union. Now more than ever, it is crucial that we engage meaningfully in activities and interventions that will help to create an inclusive and vibrant STEM sector.

This new inquiry on Equity in the STEM workforce is looking to continue to raise the challenges of diversity and inclusion throughout the STEM community and the Geological Society intends to make a submission. We value the opinions of the Earth science community and are calling on you to help us!

We welcome input on all of the key questions raised in the call for evidence but are keen to receive submissions on the following items:

* What are the demographics of STEM workers in your organisation or sector?
* Where is there inequity across the different protected characteristics and how are different communities impacted?
* Where are there evidenced best practice inclusive behaviours and policies within different organisations on
	1. Recruitment; and/or
	2. Retention
* Are there policies or activities undertaken by the UK Government, or its agencies, that advance or inhibit equity and inclusive cultures?

Should you wish to contribute please submit your evidence to diversity@geolsoc.org.uk with ‘Equity in the STEM workforce’ in the subject line. We have set a deadline of midnight 21 January 2021 to receive contributions.

