
Ko mātou tēnei: This is who we are

2019/2020

Royal Society Te Apārangi

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Introduction

In 2017 the Society published annual diversity data for the first time. This is our fourth annual report. Changes in this stocktake include that the layout of the stocktake is now organised by diversity targets. Ethnicity is now included, in areas where we have collected this information. We are moving towards more standardised data collection and reporting based on advice in the [Standards of Workforce Information for Agencies in the State Services](#), following the relevant Stats NZ statistical standards. This is an ongoing work project, so for some areas we currently have limited or no confirmed information. The data are provided as a snapshot, as at 30 June 2020. The raw data for this report is provided in a separate excel file, available on [our website](#)

About the areas

Governance and Staff

[Our Council](#) has a governance role within the Society and consists of the President and Councillors elected, appointed or co-opted. Each year we hold elections for positions on the Royal Society of New Zealand Council, the governing body of Royal Society Te Apārangi. The Chief Executive is appointed under Sec 26.1 of [our Act](#).

The Academy and membership of the Royal Society Te Apārangi

The [Academy](#) of the Society is comprised of our Fellows and Honorary Fellows. Its mission is to honour, recognise and encourage outstanding achievement in the sciences, technologies and humanities. It does this through activities such as awarding medals and prizes and electing those that have achieved distinction in research or the advancement of science, technology, or the humanities into the Fellowship.

[Members](#) join with us to explore, discover and share knowledge. Everyone involved in the knowledge, science, technology or humanities sectors can apply to become a Member of Royal Society Te Apārangi to enjoy a range of benefits. We have three major classes of individual membership:

Companions (CRSNZ) have received this honour because they have demonstrated outstanding leadership or eminent contributions to promoting and advancing science, technology or the humanities in New Zealand.

Professional members are engaged in the knowledge sector in New Zealand and uphold the Society's Code of Professional Standards and Ethics. They demonstrate competence to undertake independent research practice (includes Early Career Researchers as a special sub-class).ⁱ

Associate members have demonstrated competence to apply the established body of knowledge in a discipline.ⁱⁱ

Expert Advice and Research Practice Advice

The Royal Society Te Apārangī develops and publishes [expert advice](#) on important public issues to the government and the community. The Expert Advice Subcommittee of Council works with the Council and the Society's networks to identify convenors for deliberative advice panels and expertise for panel and reference group membership.

The Society also publishes a number of [journals](#), including The Journal of the Royal Society of New Zealand, which is an international journal of the science and technology of New Zealand and the Pacific region.

Public Programme

We share information on key topics and facilitate the sharing of the latest research discoveries through our public events and programmes, including digital engagement. Our public programme includes [The Prime Minister's Science Prizes](#), which the Government of New Zealand introduced in 2009 as a way of raising the profile and prestige of science among New Zealanders. The Prime Minister's Science Prizes is administered and presented by Royal Society Te Apārangī.

Research funding opportunities administered on behalf of Government

We support New Zealanders to follow their curiosity and explore the world through the many [rangahau research funds](#) and development opportunities we offer. Best known is the [Marsden Fund](#) which celebrated its 25th anniversary in 2019. The fund supports excellence in science, engineering, maths, social sciences and the humanities in New Zealand by providing grants for investigator-initiated research.

Summary of the 2019/2020 year

Governance and Staff

In our first report (for the year 2016/17), no staff identified as Māori. Whereas 2 Senior Management staff in the 2019/2020 report are Māori (29%). For the 2019/2020 year, 7% of respondents in the staff survey identified as Māori. For comparison the most recent [State Services Workforce data report \(2019\)](#) says that Māori make up 15.5% of the total workforce in the State Services. The estimation of female staff was between 75-79% over the first 3 stocktakes, and in the 2019/2020 snapshot the percentage of staff identifying as female has dropped slightly to 65%. The proportion of women on our Council has apparently dropped from 64% to 36%, however this may be explainable as a result of the fact that they were formerly surveyed in this round, and there were some no-responses, which is significant when calculating percentages amongst such a small group.

The Academy and membership of the Royal Society Te Apārangi

From previous reporting we identified the Fellowship and Medals as one of our biggest challenges as a target for improving diversity and inclusion. Work done in this area has included analysis of linguistic bias in Fellowship applications and nominations materials and changing the criteria for Companions to embrace both western and Māori knowledge systems. The 2020 round in progress includes an initiative to increase the number of Māori fellows.

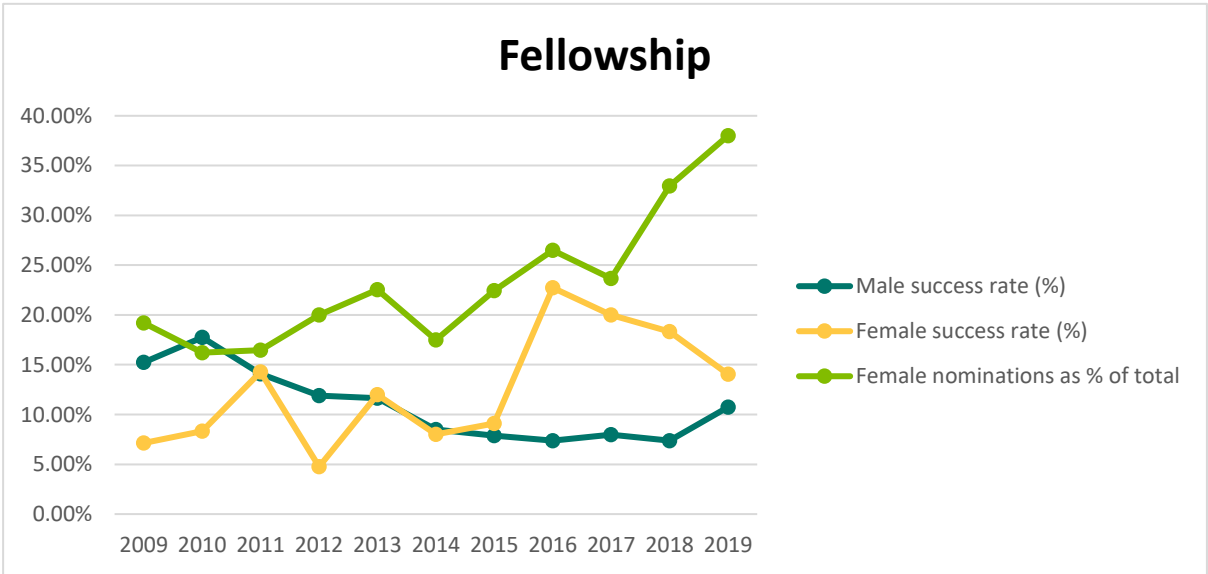


Figure 1: Fellowships – success rates by gender and % of total

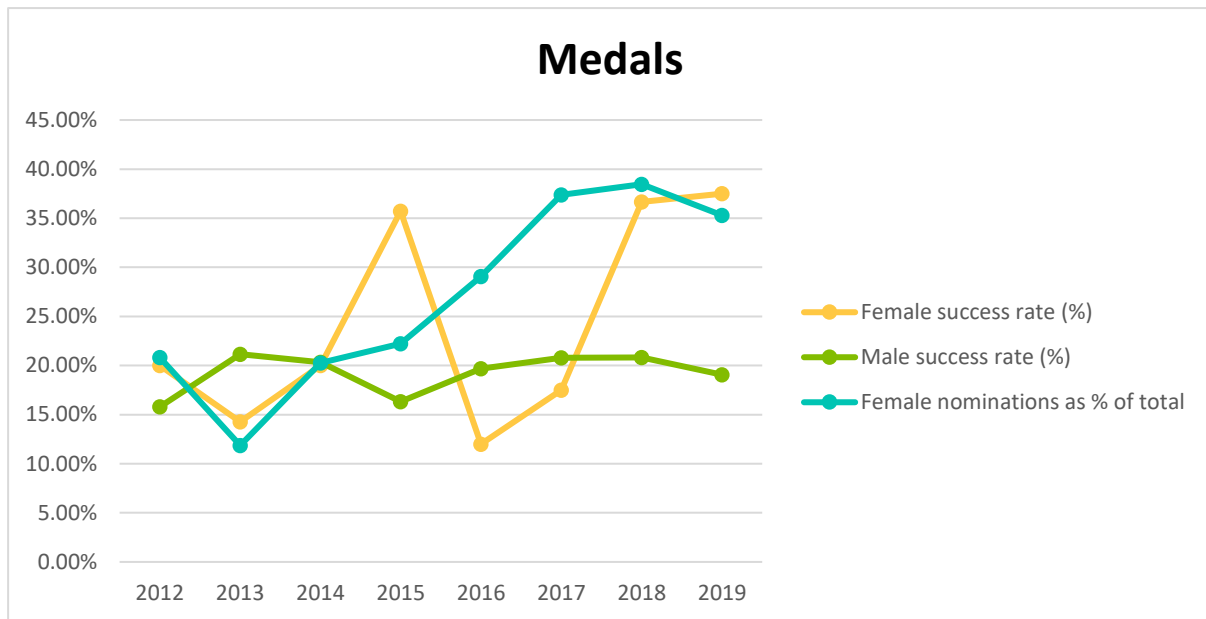


Figure 2: Medals – success rates by gender and % of total

Expert Advice and Research Practice Advice

In this area, women have previously been estimated to make up around half of the experts on panels and reference groups providing advice since 2016. Māori have fluctuated between approximately 17% and 28%. In this most recent report, the figures for individual panels are presented, offering context to the data. The gender balance in the current report ranges between 33% and 50%, and for the first time we are including Iwi information

Public programme

The number of speakers increased steadily from 48 in the 2016/17 reporting year to 206 in 2018/19, and although affected by COVID-19, in 2019/20 the number of speakers was 93. When we first began this exercise, we estimated just 4 Māori speakers were called on for the whole year, which was less than 9% of the speakers that year. In recent years we have worked on developing ways to share the contribution of Māori researchers and thinkers. Highlights include *Ko Matariki e ārau ana | The gathering of Matariki* series of talks in 2019, given by Rangī Matamua (Tūhoe). Focused on Māori astronomy, the popular talks were given in centres and regions across Aotearoa and in Australia. In the most recent count, 21 speakers were identified as Māori.

We began estimating the number of women represented on the panels for the Prime Minister’s Science Prizes in the report for the 2017/18 year. Women were thought to make up 43% in that year, and 50% in the 2018/19 year. For the current year, the percentage is up slightly, to 62%.

Research funding opportunities administered on behalf of Government

The snapshot included in this report of research funding uses data from the 2019 rounds. This is because, although for some of the funds applicants had submitted Expressions of Interest for the 2020 round, results were not yet known at June 30 2020. Use of data about the 2019 round allows us to compare applicants to contracted awardees. Ongoing reporting of the participation of women in the Marsden Fund, the largest of the funds in this area, shows that, since the 2016 round, the percentage of awardees contracted matches or is slightly above that of the percentage of applicants, and the

same is true of applicants and contractors identifying as Māori. In the 2019 round, the Marsden Fund Criteria and Terms of Reference were updated to include significant scholarly impact and Vision Mātauranga where appropriate.

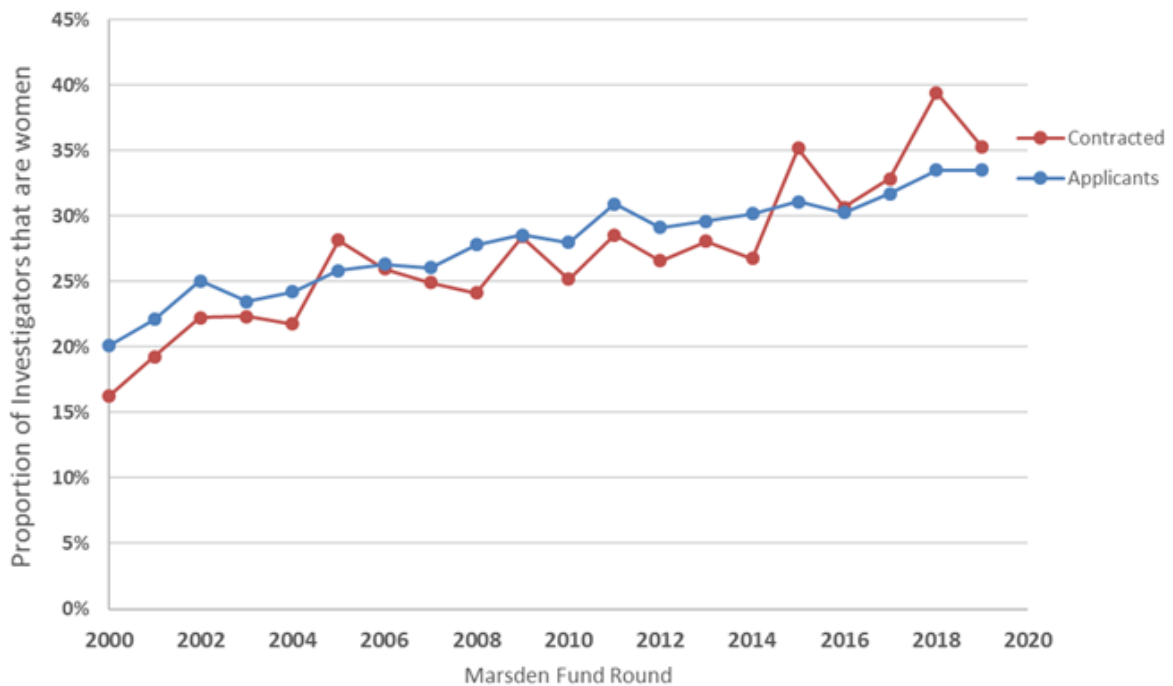


Figure 3: Marsden fund - % of investigators identifying as female

ⁱ Professional members may have attained:

- PhD qualification or equivalent, plus subsequent independent research activity; or
- Master’s qualification or equivalent, and demonstrated independent research activity (normally 3 peer-reviewed publications drawn from the subsequent research); or Bachelor’s degree (Level 7 tertiary qualification), plus demonstrated independent research activity (normally 5 peer-reviewed publications drawn from the subsequent research); or
- Other forms of evidence that demonstrate research independence, subject to the satisfaction of Royal Society Te Apārangī.

ⁱⁱ Associate may have attained:

- Bachelor’s degree (Level 7 tertiary qualification) or equivalent, and work experience of no less than six months in a role in which the applicant uses the knowledge relevant to their discipline; or
- A combination of a Level 6 qualification (or equivalent), learning through subsequent professional development, and work experience of no less than two years in a role in which the applicant uses the knowledge relevant to their discipline; or
- Other forms of evidence that demonstrate knowledge and use of this knowledge in a discipline, subject to the satisfaction of the Royal Society Te Apārangī.