**Icon Membership Diversity Survey**
**February 2022**

Dr Michael Nelles
Head of Membership
Icon, the Institute of Conservation

# Table of Contents

# Introduction

*By James Grierson*
*Chair of Icon Board of Trustees*

We have conducted membership surveys every three years and these have provided very valuable intelligence into Icon's activities, membership and operating environment. This year's survey was, similarly, rich in insight, over-whelmingly positive but also with some actionable suggestions for future improvements and some challenges. I am grateful to the 492 members that took the time to provide Icon with such rich and helpful feedback.

As context for this, the trustees all recognise that the make-up of the conservation profession and, thereby, the Icon membership, does not match that of the wider population. Professions, and organisations, that more truly reflect the wider population tend to thrive better and, over time, it is important that we become more representative in terms of key measures like age, sex, ethnicity, disability and social class

This year, building on the work of the Diversity Task & Finish group, we decided to include within the survey a range of questions relating to diversity and inclusion and adopted the definitions used by the Office for National Statistics. The purpose was to establish a statistically meaningful baseline that we can use, over time, to track the effectiveness of our work. We know that change will be frustratingly slow and that, just as with employment across the arts, culture and heritage fields, the key variables are about those entering the profession. Nevertheless, by doing what we can to make membership as frictionless as possible for people who might not previously have seen Icon as embracing them, and by being open and transparent about the characteristics of the membership, I believe that we can send important signals about direction of travel that, over time, will make a real difference.

All questions posed in this section of the Membership Survey were optional.

We need to reflect further on our membership surveys. Is a three yearly cycle too long and should we do them every year? Should base data on social characteristics be collected as part of the membership survey or seperately? How do we ensure that a propensity to participate doesn't distort the picture? Some of these issues will be debated for years. What will, I hope, not be debated is the need for good data and the importance of making this available openly, honestly and responsibly. So, whilst this is merely a first step, I hope members will agree that it's a step in the right direction.

James Grierson
Chair, Icon Board of Trustees
April 2022

## Age range of survey respondents
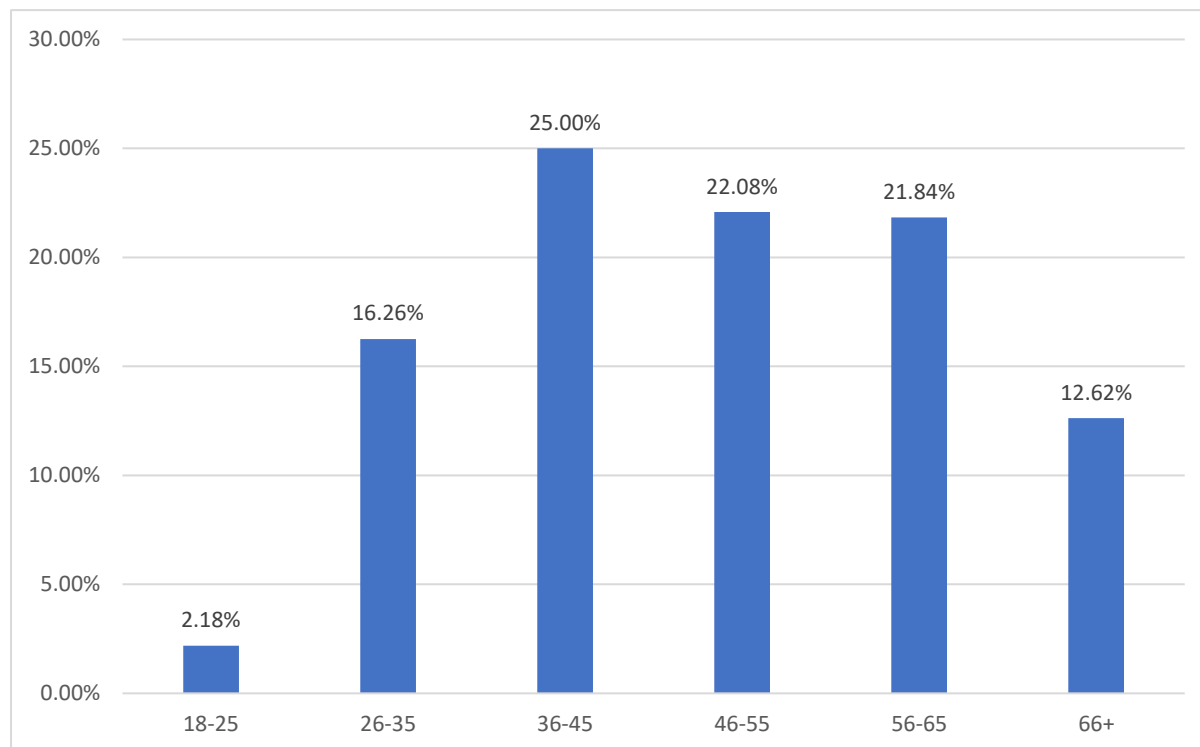


*Figure 1. Age range of survey respondents*

## Disability

*The Disability Discrimination Act 1995 (DDA) defines a person as disabled if they have a physical or mental impairment, which has a substantial and long-term effect (i.e. has lasted or is expected to last at least 12 months) on the person's ability to carry out normal day-to-day activities.[1]*

### Do you consider yourself to have a disability according to the terms of the DDA?

While most respondents reported no disabilities under the terms of the DDA (88%), there remained a substantial proportion of respondents who did (10%).

According to the latest Family Resources Survey published by the UK Department for Work and Pensions, 22% of UK adults are disabled people.[2] The survey results thus suggest disabled people are underrepresented within Icon compared to the national prevalence of disabled people across all age groups.

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[1] The survey as drafted referred to the DDA, however this was repealed and replaced by the *Equality Act 2010*.
[2] Department for Work and Pensions, 'Family Resources Survey: financial year 2019 to 2020'. Online: https://www.gov.uk/government/statistics/family-resources-survey-financial-year-2019-to-2020/family-resources-survey-financial-year-2019-to-2020#disability-1. Accessed 15th February 2022.
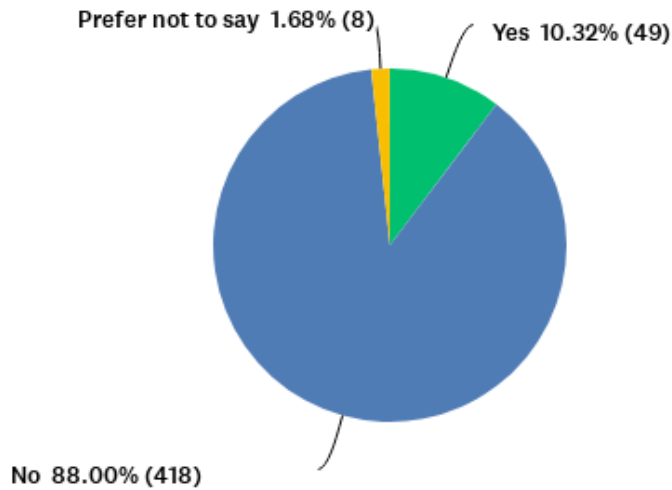
*Figure 2. Survey respondents with disabilities*

## If you answered yes, does the disability affect your work?

The majority of survey respondents indicating they had a disability reported their work was slightly impacted by their health condition (19.37%), while a substantial secondary proportion were significantly impacted (6.28%).
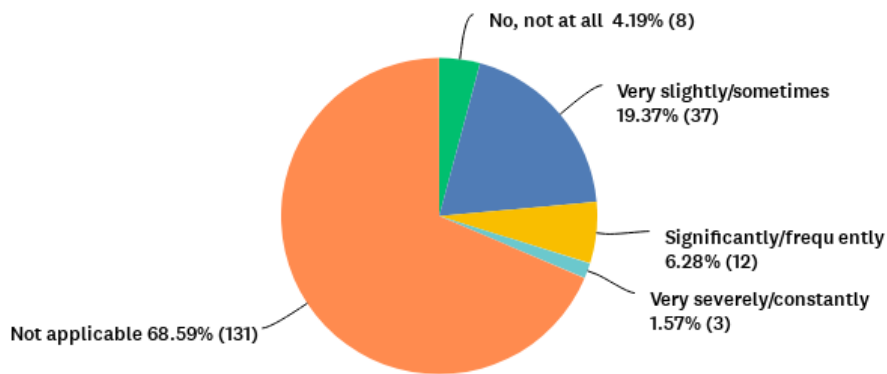


*Figure 3. Survey respondents reporting their disability impacted their work*

## Any further comments you would like to make on health/disability

In free text responses, members shared further details about their disabilities, and elaborated on the challenges these could pose to their work and careers. Some spoke of experiencing discrimination as a result of their disability:

Among the responses (all direct quotes):

- The lack of support for people with hidden disabilities.
- Why are questions 4 and 5 not linked to The Equality Act 2010? What about undiagnosed mental impairments? It takes a long time to be diagnosed.
- Arthritis may not be considered a disability, but it does affect how easily and well conservators can do their work.
- Additional support for women during the menopause is something companies/placements need to consider
- Age, and age related changes such as the menopause can have disabling effects. Flexibility and strength are crucial to my work but have decreased in the 30 years I have been a practitioner.
- As an organisation, I would love to see Icon making more of an effort of being a voice of support for physical and mental impairment within the profession.
- I am a full time carer for two disabled family members
- I am dyslexic  Dyslexics make great conservator as we think well but to get jobs written skills required
- I am dyslexic and it can especially impact on meetings and certain writing I need to undertake.
- I am dyslexic but have found strategies to cope.
- My disability is dyslexia which makes me much slower when creating reports and emails, it does not impact my conservation practical work - it also made accreditation very difficult which is something ICON should perhaps bear in mind when making changes to the Accreditation system.
- I have faced significant access barriers and discrimination in volunteering, academic, and work placement settings due to my disability, and work to actively tackle the systemic problems as part of EDI groups and committees.
- I have had endometriosis for decades, and one employer made a specific adjustment for me.
- I have MS, which many times poses difficulties in terms of participating to more physical activities in my work, such as the work during exhibitions, travelling, carrying weights and so forth. Such difficulties can be challenging, however my skills as a conservator, both manually and intellectually have not been diminished in the least
- I suffer from communication and tone of voice issues which are at the Aspergers end of the autism spectrum. This has impacted on my employment and my mental health.
- Some of the effects include cognitive deficits, but because I have had the conditions since I was a child it is difficult to identify how much it impacts my work.

## Diversity Monitoring – Ethnic Group

The Office for National Statistics (ONS) does not currently produce annual statistics by local authority on the population by ethnic group.  The last official statistics were from the 2011

Census, so no recent comparable data is available to compare Icon's diversity with the UK as a whole.[3]

Asian, Asian British, Asian English, Asian Scottish, Asian Welsh or Asian Irish

| ANSWER CHOICES | | RESPONSES | |
|---|---|---|---|
| Bangladeshi | | 0.00% | 0 |
| Chinese | | 7.69% | 1 |
| Indian | | 7.69% | 1 |
| Pakistani | | 0.00% | 0 |
| Other Asian Background | Responses | 84.62% | 11 |
| TOTAL | | | 13 |

Other Asian Background:
- Japanese (x6)
- Filipino
- Indonesian

Black, Black British, Black English, Black Scottish, Black, Welsh or Black Irish, Caribbean or African

| ANSWER CHOICES | | RESPONSES | |
|---|---|---|---|
| African | | 0.00% | 0 |
| Caribbean | | 0.00% | 0 |
| Other Black, Black British or Caribbean Background | Responses | 100.00% | 4 |
| TOTAL | | | 4 |

Other Black, Black British or Caribbean Background:
- African American & African (Eritrean)
- Brown
- No response (x2)

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[3] Office for National Statistics, Admin-based ethnicity statistics for England, feasibility research: 2016. Online: https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/ethnicity/articles/adminbasedethnicitystatisticsforenglandfeasibilityresearch/2016. Accessed 15th February 2022.

## Mixed or Multiple ethnic groups

| ANSWER CHOICES | | RESPONSES | |
|---|---|---|---|
| White & Black African | | 0.00% | 0 |
| White & Black Caribbean | | 0.00% | 0 |
| White & Asian | | 20.00% | 2 |
| Other Mixed Background | Responses | 80.00% | 8 |
| Total Respondents: 10 | | | |

Other Mixed Background:
- White and White Caribbean
- White European
- White & Arab
- White and Hispanic
- 'Very mixed'
- No response (x2)

## White

| ANSWER CHOICES | | RESPONSES | |
|---|---|---|---|
| White - English, Welsh, Scottish, Northern Irish or British | | 66.59% | 287 |
| White - Roma | | 0.70% | 3 |
| White - Irish | | 2.09% | 9 |
| White - Gypsy or Irish traveller | | 0.00% | 0 |
| Other White background | Responses | 30.63% | 132 |
| TOTAL | | | 431 |

Other White background
- African
- American (x12)
- Australian (x4)
- Canadian (x5)
- Canadian Metis
- Cornish (x2)
- English (x5)
- European (x85)
- Kuwait
- Latin American
- Not relevant (x2)
- Slavic

## Other Ethnic Group

| ANSWER CHOICES | | RESPONSES | |
|---|---|---|---|
| ▾ Arab | | 50.00% | 3 |
| ▾ Any other ethnic group | Responses | 50.00% | 3 |
| TOTAL | | | 6 |

Any other ethnic group:
- Japanese
- Latin American
- Syrian

## Diversity Monitoring – Sex and Gender

### What is your biological sex?

Survey respondents were asked to indicate if they were (a) male, (b) female (c) intersex, or (d) other. No respondents indicated they were intersex and none indicated they were 'other'.



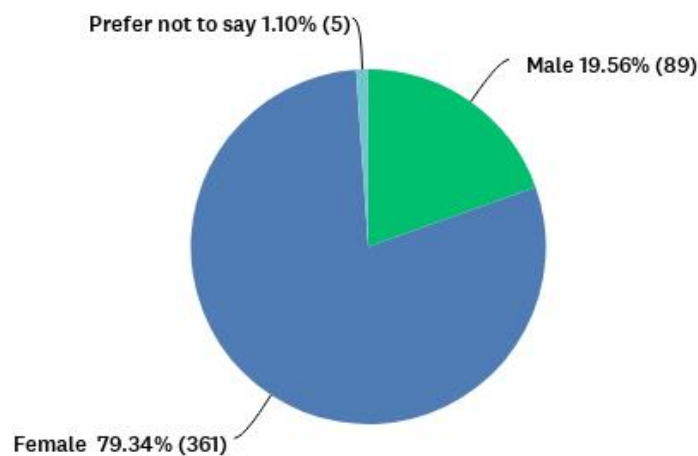*Figure 4. Biological sex of survey respondents*

### What is your gender?

The majority of survey respondents indicated they were female (76.7%), or male (19.73%), while a range of other gender identities were also indicated by respondents.

The UK Office for National Statistics (ONS) does not currently collect data on gender identity in any social surveys and there are no harmonised questions across the Government

Statistical Service (GSS).[4]  As a result there is no comparable data to indicate how the gender identity of survey respondents and Icon members relates to the national picture.
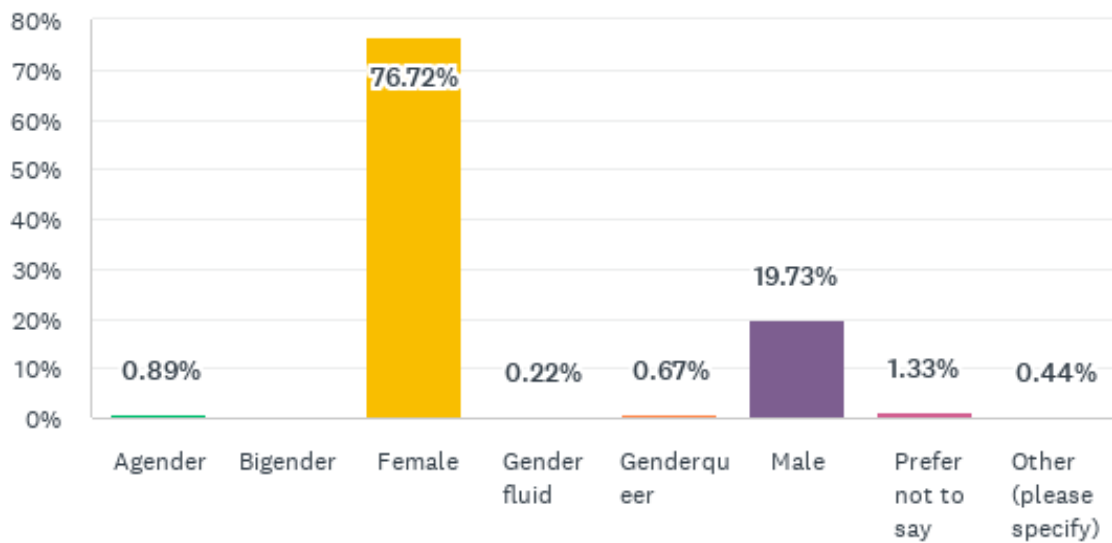


*Figure 5. Gender types of survey respondents*

Other (please specify):

- Nonbinary

## Do you identify as transgender?

For the purpose of this question 'transgender' is defined as an individual who lives, or wants to live, as a gender different to that which they were assigned at birth.

The majority of respondents (98.10%) reported they did not identify as transgender, while 0.47% reported that they did.  Additionally, 0.95% preferred not to say, while 0.47% identified as Nonbinary using the 'Other – please self-describe if you wish' option.

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[4] Office for National Statistics, 'What is the difference between sex and gender?'. Online: https://www.ons.gov.uk/economy/environmentalaccounts/articles/whatisthedifferencebetweensexandgende r/2019-02-21. Accessed 15th February 2022.

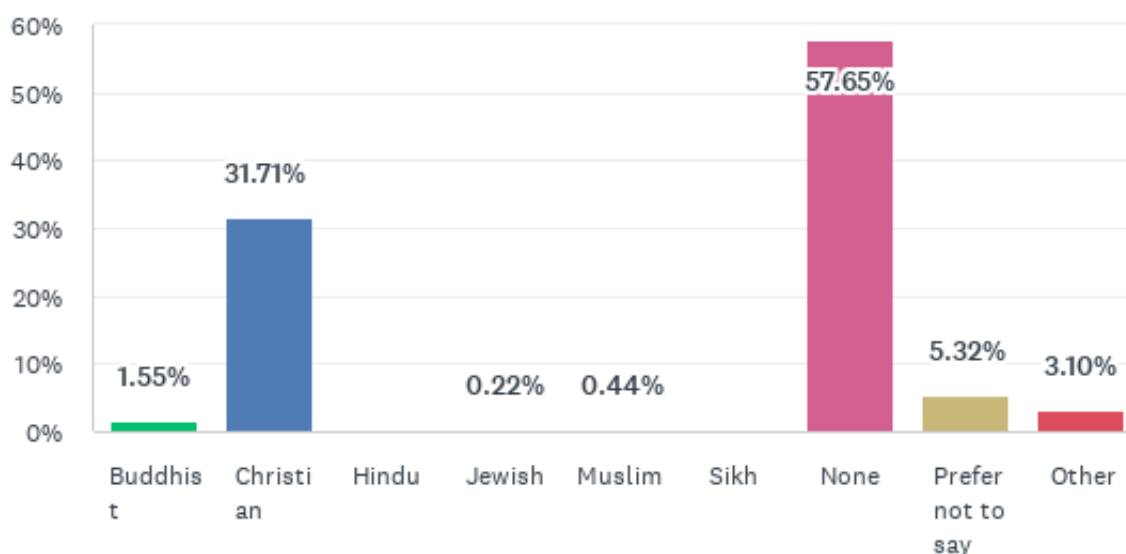## Diversity Monitoring – What is your religion or belief?



*Figure 6. Religion or belief of survey respondents*

The majority of survey respondents indicated they had 'No religion' (here abbreviated to 'none'), while a substantial minority indicated they were Christian.  In the survey, this was defined as *Christian, including Church of England, Catholic, Protestant and all other Christian denominations*.

Other:
- Spiritual (x3)
- 'Culturally Christian' (x2)
- Christian – not practising
- Universalist
- Shinto
- Agnostic Pagan
- Jewish Catholic
- Jain
- Belief in science

## Diversity Monitoring – What is your sexual orientation?

A total of 10.5% of survey respondents indicated they were Lesbian, Gay or Bisexual. According to the Office for National Statistics, an estimated 2.7% of the UK population aged 16 years and over identified as lesbian, gay or bisexual (LGB) in 2019.[5]

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[5] Office for National Statistics, 'Sexual orientation, UK: 2019'. Online: https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualidentityuk/2019. Accessed 15th February 2022.

It would thus appear that survey respondents include a more diverse range of sexual orientations than the national population.



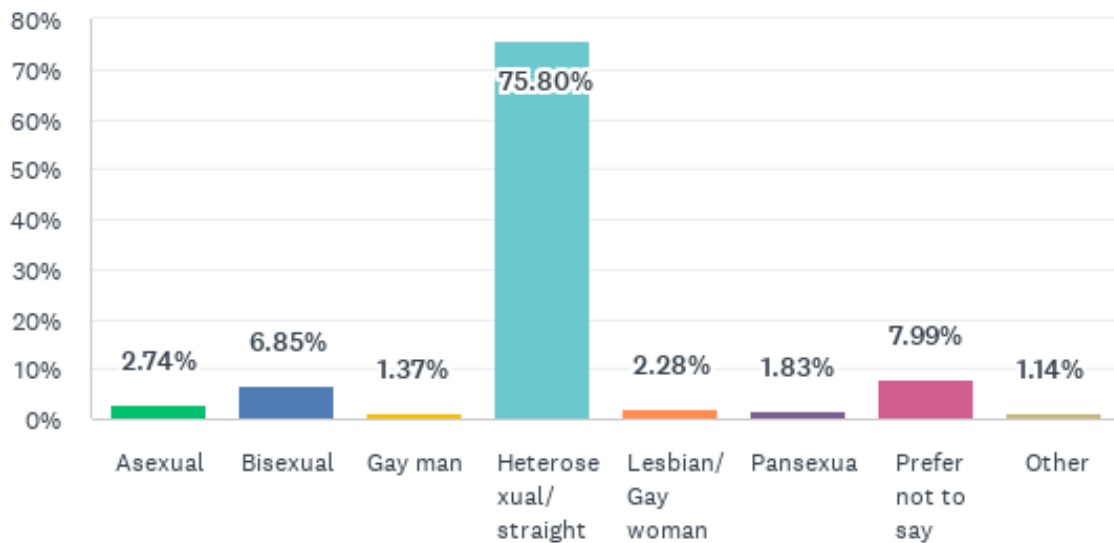*Figure 7. Sexual orientation of survey respondents*

Other:
- 'Not relevant to my profession!'
- 'Two of the above'

## Diversity Monitoring – Languages

### What is your main language?

English was a clear winner cited by 83% of respondents.  Beyond this, survey respondents spoke predominantly European languages, as indicated by the word cloud:



*Figure 8. Main language of survey respondents*

## What other languages do you speak?

A total of 258 respondents indicated speaking one or more additional languages, besides their main language, although the survey did not ask respondents to indicate their proficiency with these secondary tongues.

European languages again dominated the secondary language mix, with French, German and Italian dominating the list. Mandarin and Japanese also were apparent, but in smaller proportions.



*Figure 9. Secondary languages spoken by survey respondents*

## Which languages are used at your workplace?

While survey respondents reported a range of additional languages, English was the predominant language of business – although a broad range of secondary language use was also apparent. Responses to this question produced insights into the global reach of conservation practices staffed by survey respondents.



*Figure 10. Languages used in the workplaces of survey respondents*

Responses to this question produced insights into the global reach of conservation practices staffed by survey respondents.:

- 'English mainly; depends on where working/who working with'
- English - almost exclusively - but have contact with people from all around the world and from diverse cultures.
- English but tin the past we have used Italian and German as the working languages as we had a mixed workforce.
- English primarily and Gaelic to a lesser degree

- Too many to count in terms of languages spoken. Print and other media is produced in multiple languages although the main business language is English.

## Diversity monitoring – Socio-economic context

### What type of school did you mainly attend between the ages of 11 and 16?
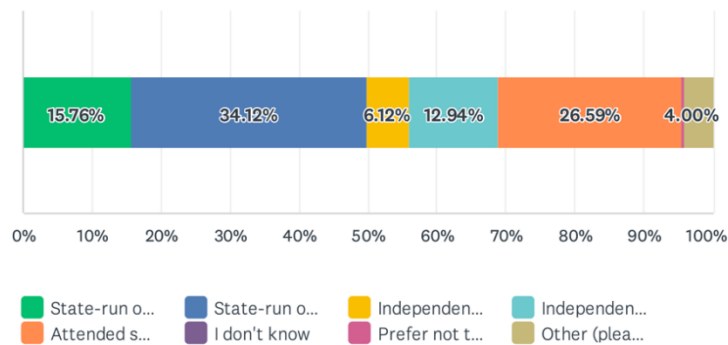


| ANSWER CHOICES | RESPONSES | |
|---|---|---|
| State-run or state-funded school - selective on academic, faith or other grounds | 15.76% | 67 |
| State-run or state-funded school - non-selective | 34.12% | 145 |
| Independent or fee-paying school - bursary | 6.12% | 26 |
| Independent or fee-paying school - no bursary | 12.94% | 55 |
| Attended school outside the UK | 26.59% | 113 |
| I don't know | 0.00% | 0 |
| Prefer not to say | 0.47% | 2 |
| Other (please specify) | 4.00% | 17 |
| TOTAL | | 425 |

*Figure 11. What type of school did you attend between the ages of 11 and 16?*

The majority of respondents (34.12%) attended a state-run or state-funded school – nonselective. A substantial secondary minority attended school outside the UK altogether (26.59%). A third-place minority reported attending an independent or fee-paying school, either with a bursary or without (19.06%).

Other (please specify):
- a state funded academic selective school outside UK
- Attended state funded, non-selective and independent free paying school
- Both Independent fee paying, bursary + state-run
- Canadian high school
- Free place at a direct grant grammar school
- How is this important?
- Secondary Grammar school after passing 12 plus exam
- state comprehensive and Private Dyslexic School
- State run, european
- Voluntary-aided faith school

What was your postcode aged 14?

Survey respondents reported their postcodes at the age of 14 and these were plotted on a map using Googlemaps.

Maps were produced to show the location of postcodes reported by survey respondents in the United Kingdom, in Europe, in North America, and in the Indian Ocean rim.  These maps covered the entirety of responses provided by survey respondents.



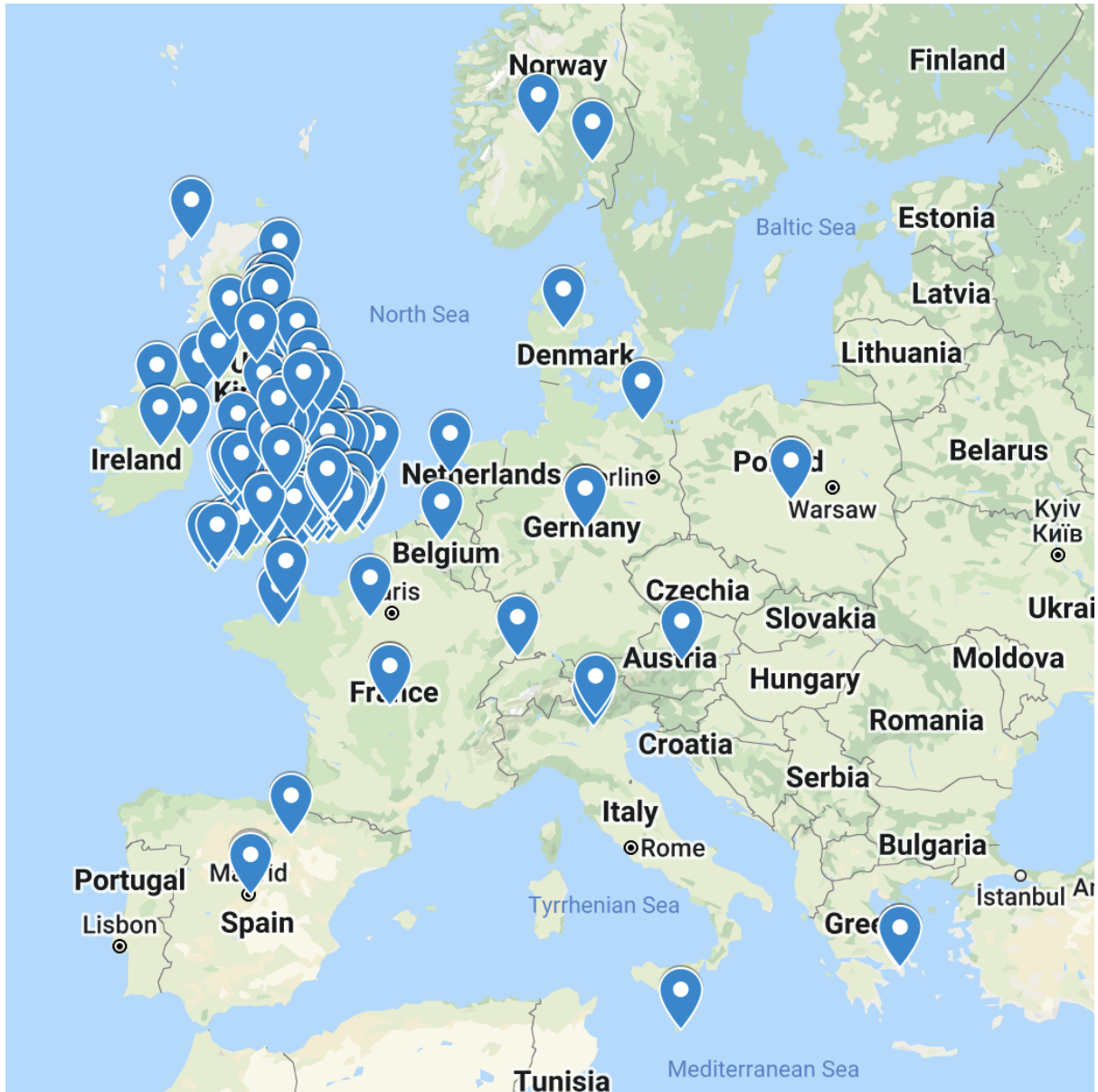*Figure 12. Postcode aged 14 as reported by survey respondents - United Kingdom*

*Figure 13. Postcodes at age 14 as reported by survey respondents – Europe*
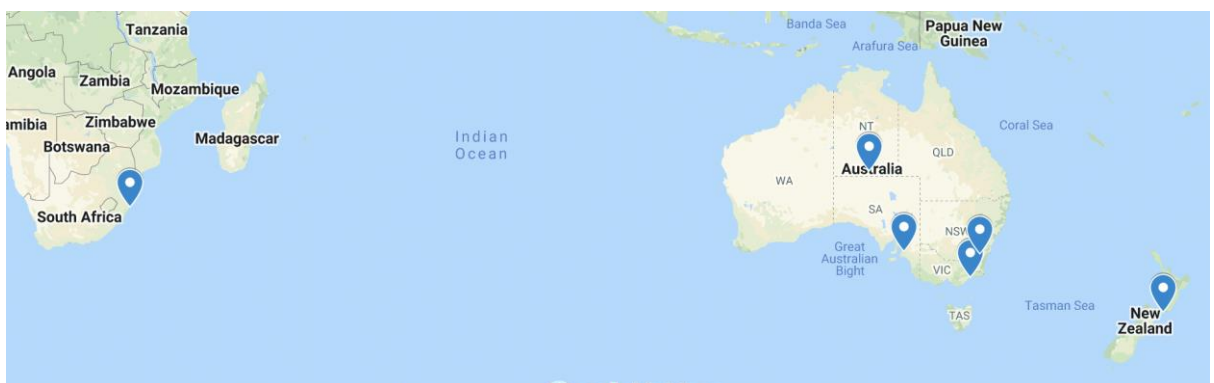


*Figure 14. Postcodes at age 14 as reported by survey respondents – Indian Ocean rim; New Zealand*
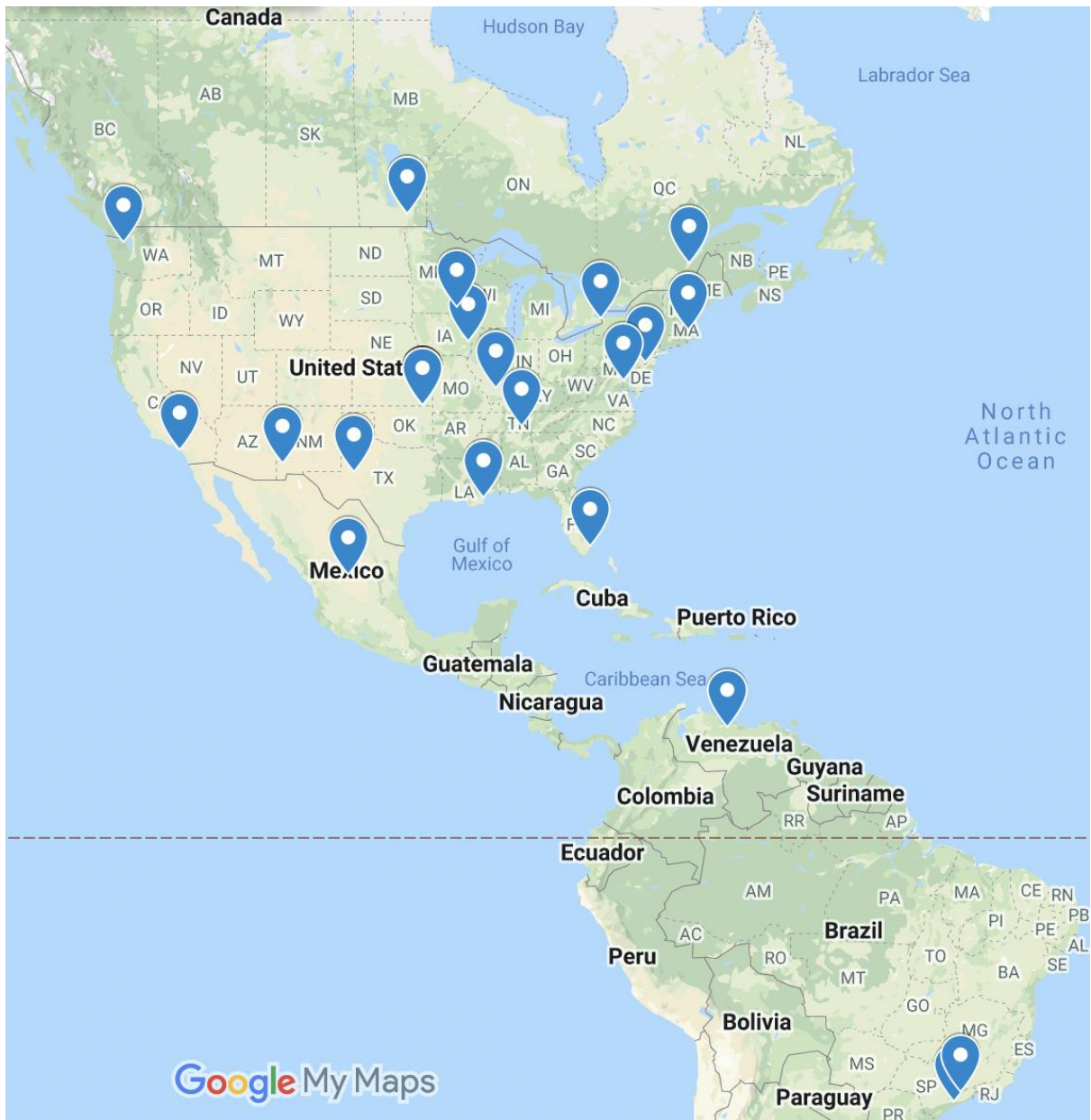
Figure 15. Postcode at age 14 reported by survey respondents - North, Central and South America

What is the highest level of qualifications achieved by your parent(s) or guardian(s) by the time you were 18?
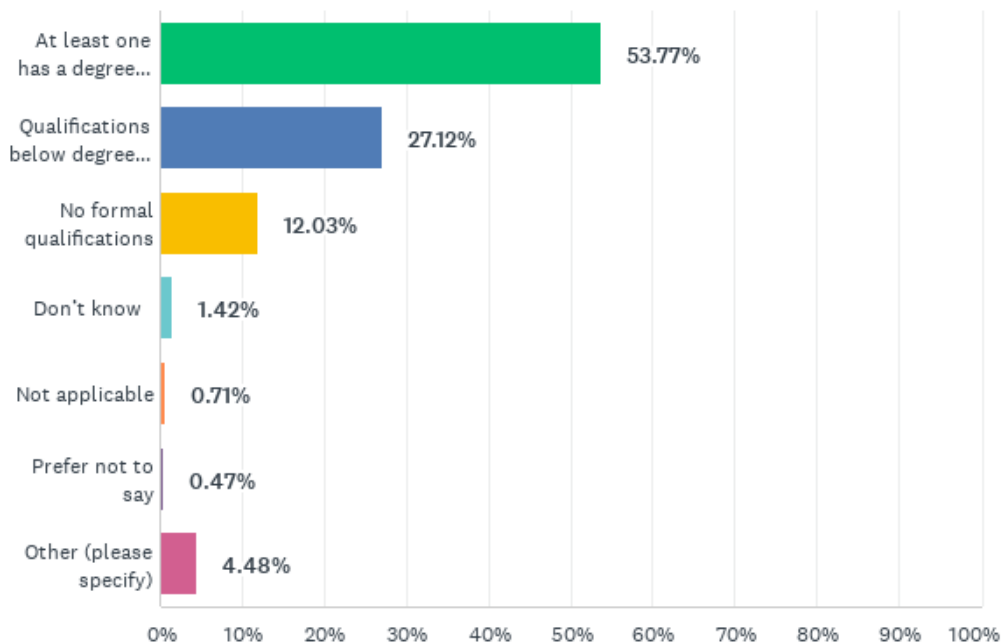


*Figure 16. Highest qualification achieved by parents or guardians of survey respondents by the time respondents were 18*

Other (please specify):
- 1 had a teaching diploma
- apprenticeship bookseller
- Baccalaureate - 7 - A- levels
- Both had trade qualifications and my mum got her BA and Masters through the Open University while I was at uni.
- Clerk
- College degrees for both parents
- MBA and masters and undergrad
- My dad has no formal qualifications. My mum has the equivalent of GCSEs of her time.
- My Father was in the Navy and my Mother was an SRN.
- Teacher training certificate
- They finished their schooling age 17
- US - some college education, no formal degree
- work based qualifications - nursing/policeforce

When aged about 14, which best describes the sort of work the main/ highest income earner in your household did in their main job?

| ANSWER CHOICES | | RESPONSES | |
|---|---|---|---|
| ▼ | Modern professional occupations such as: teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, artist, musician, police officer (sergeant or above), software designer | 27.68% | 116 |
| ▼ | Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer | 19.57% | 82 |
| ▼ | Senior managers and administrators usually responsible for planning, organising and co-ordinating work and for finance such as: finance manager, chief executive | 19.09% | 80 |
| ▼ | Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver | 11.93% | 50 |
| ▼ | Middle or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican | 5.49% | 23 |
| ▼ | Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse | 4.30% | 18 |
| ▼ | Routine manual and service occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter / waitress, bar staff | 3.58% | 15 |
| ▼ | Semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant | 3.34% | 14 |
| ▼ | Not applicable | 2.15% | 9 |
| ▼ | Don't know | 0.95% | 4 |
| ▼ | Prefer not to say | 0.95% | 4 |
| ▼ | Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year) | 0.48% | 2 |
| ▼ | Retired | 0.48% | 2 |
| TOTAL | | | 419 |

When aged about 14, did the main/highest income earner in your household work as an employee or self-employed?
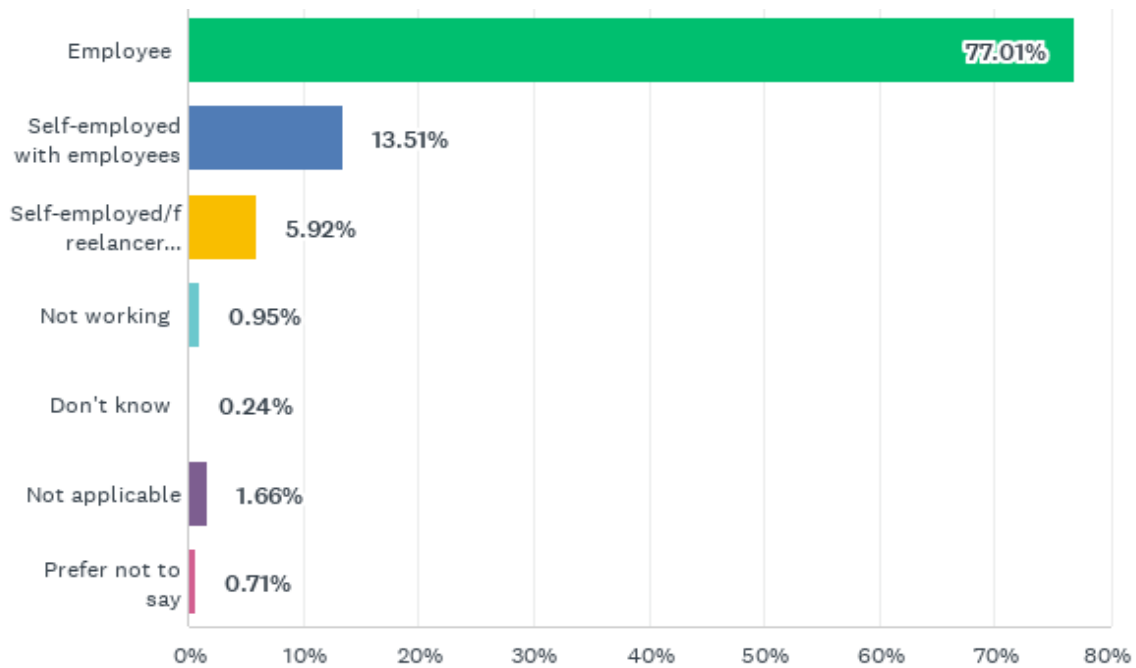


*Figure 17. Employment status of main income earner of survey respondents when survey respondents were aged about 14*

If the highest income earner in your household was employed when you were aged 14, how many people worked for their employer? If they were self-employed and employed other people, how many people did they employ?
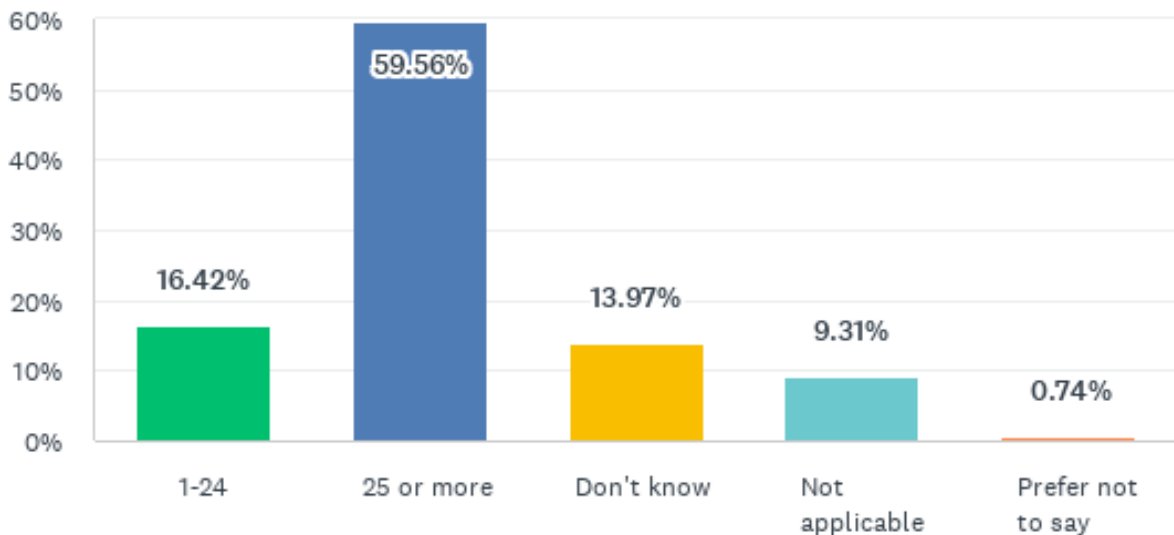


*Figure 18. Number of people working for the employer of highest income earner of survey respondents when respondents were aged about 14*

If the highest income earner in your household was employed when you were aged 14, did they supervise any other employees?

A *supervisor* was defined as someone responsible for overseeing the work of other employees on a day-to-day basis.

Most (61%) survey respondents reported that the highest income earner in their household supervised other employees.  Slightly more than 20% reported the highest income earner in their household did not supervise other employees, while 10% didn't know.
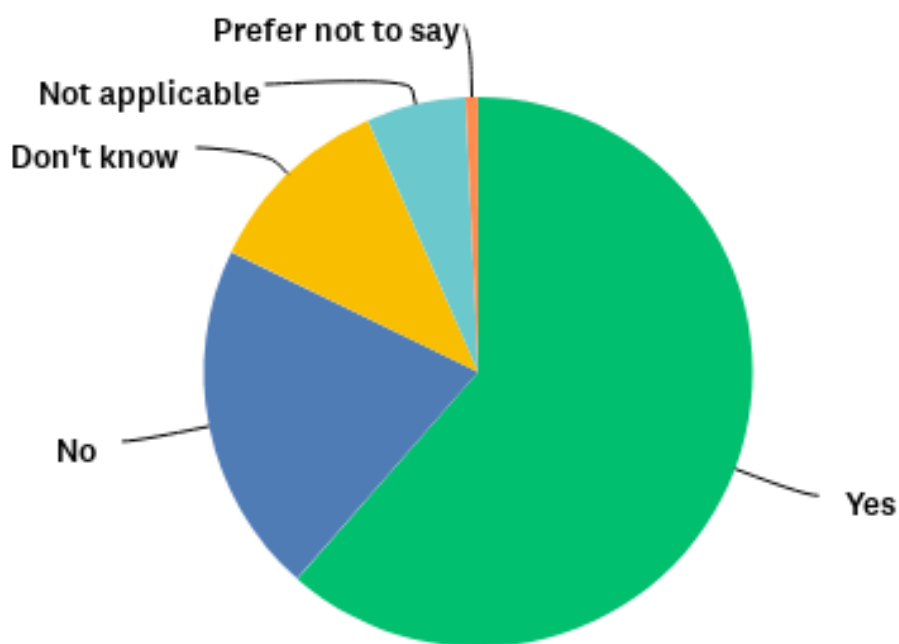


*Figure 19. Percentage of highest income earners of households of survey respondents who supervised other employees when respondents were aged about 14*

Are you a care leaver?

A *care leaver* was defined in accordance with the definition found in *The Children (Leaving Care) Act 2000*, which states that a Care Leaver is someone who has been in the care of the Local Authority for a period of 13 weeks or more spanning their 16th birthday.

Of the 412 survey respondents who answered this question, amounting to 83% of the total respondents, a full 100% reported they were not care leavers.

If you finished school after 1980, were you eligible for Free School Meals at any point during your school years?

Free School Meals are a statutory benefit available to school-aged children from families who receive other qualifying benefits and who have been through the relevant registration

process. It does not include those who receive meals at school through other means (e.g. boarding school).

Most survey respondents (88%) did not receive school meals, being either ineligible, attending school prior to their introduction, or attending school overseas.
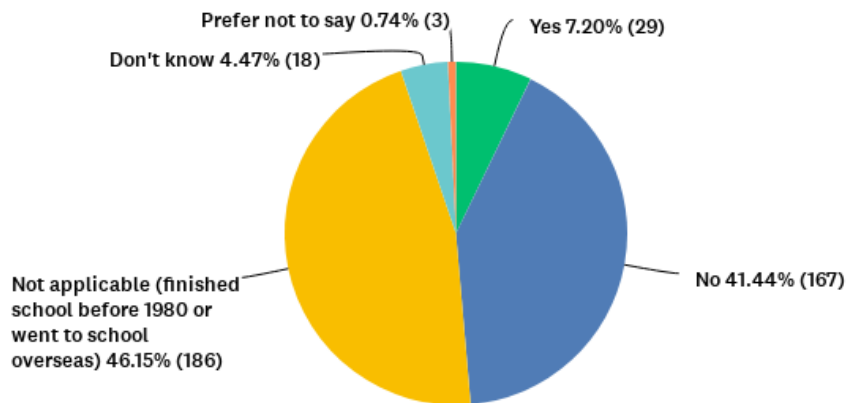


*Figure 20. Survey respondents who were eligible for Free School Meals*

Compared to people in general, would you describe yourself as coming from a lower socio-economic background?

The majority of survey respondents (71%) do not consider themselves to be coming from a lower socio-economic background.
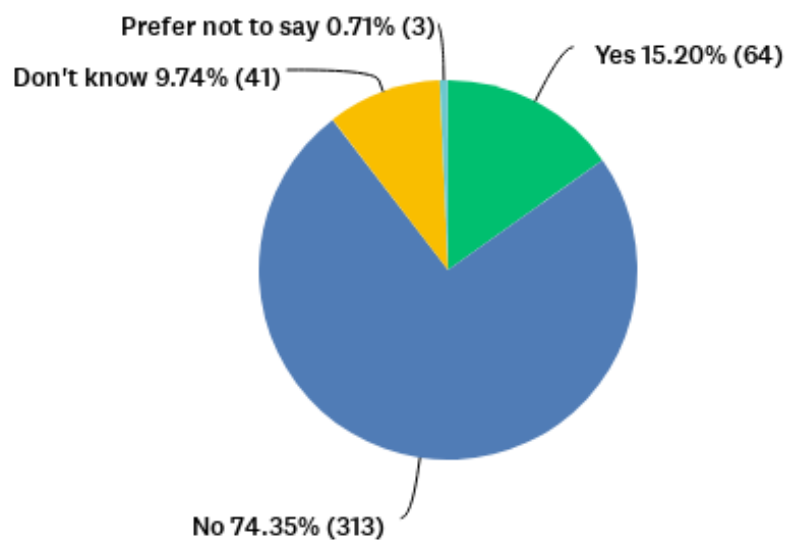


*Figure 21. Survey respondents who consider themselves as coming from a lower socio-economic background*

## What is your current employment status?

Most survey respondents (62.22%) reported they were employed full time.
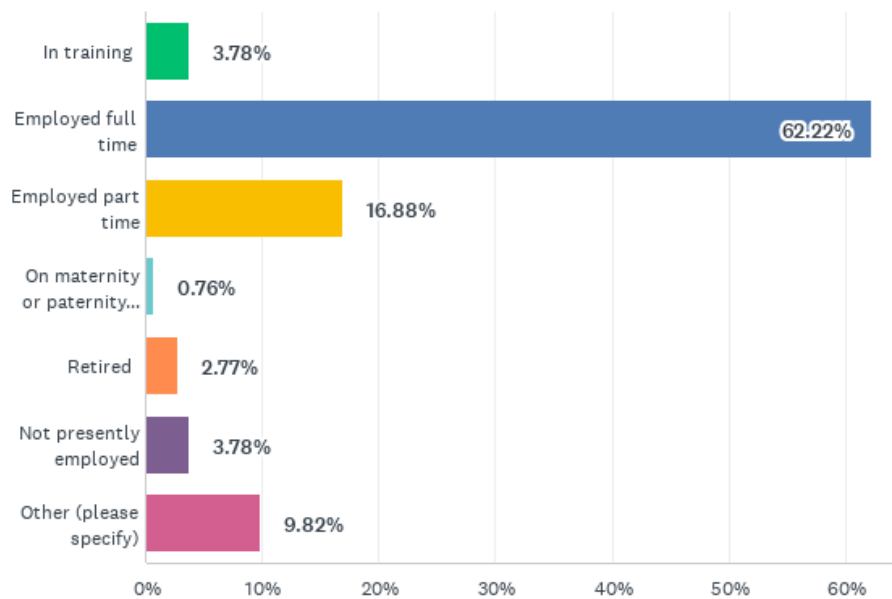


*Figure 22. What is your current employment status?*

Of those reporting employment statuses of 'Other (please specify)', the majority of these were self-employed (3%).

## What best describes your role?

Most survey respondents reported they were practitioners, and these proportions were evenly divided between those who were senior practitioners or junior.
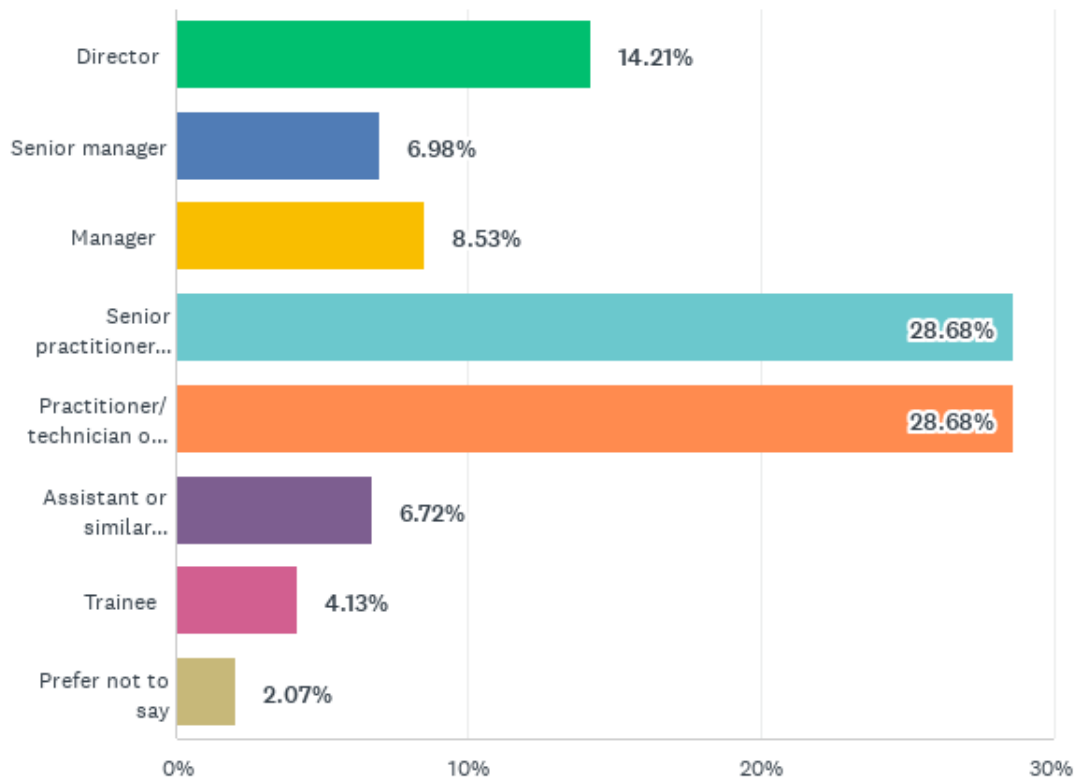
*Figure 23. What best describes your role?*

## What is your current salary or average annual income if you are self-employed?

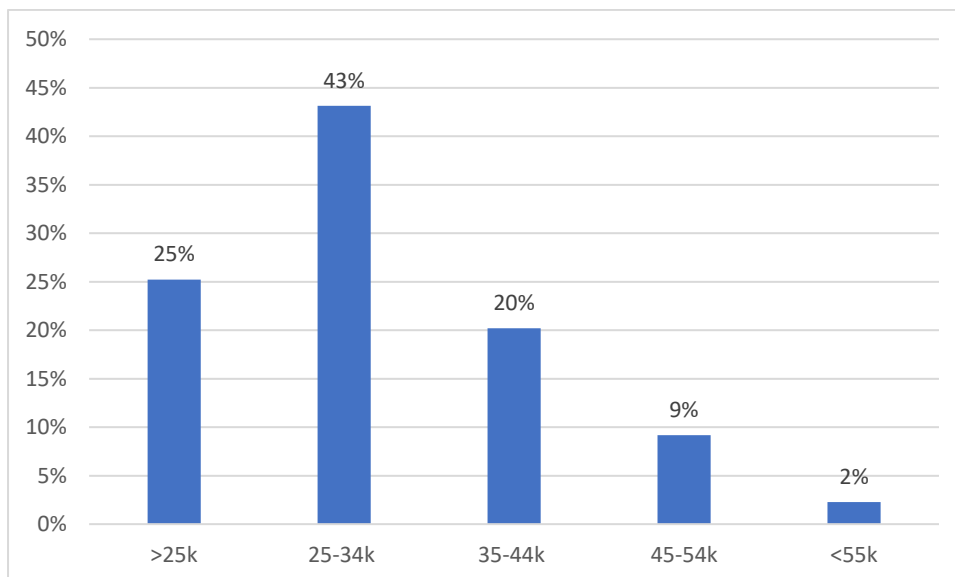Most survey respondents reported earning between £25-£34,000.



Figure 24. What is your current salary or average annual income if you are self-employed?

## Are you from a combined income household or a sole earner?



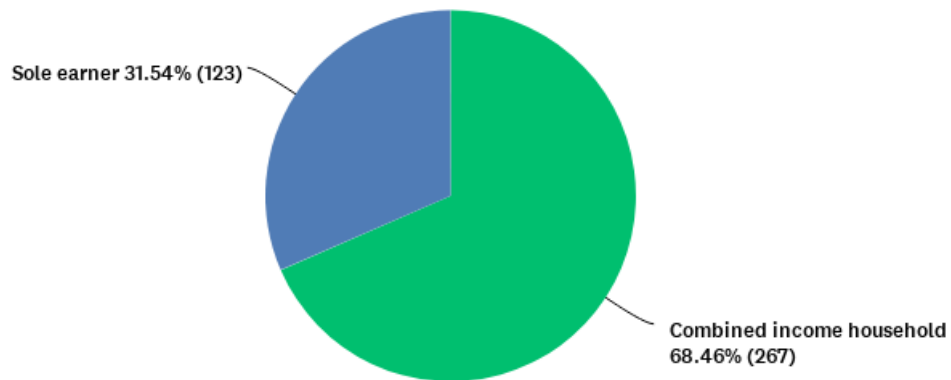Sole earner 31.54% (123)

Combined income household
68.46% (267)

*Figure 25. Are you from a combined income household or a sole earner?*