



Medical
Research
Council

Equality, Diversity and Inclusion in the MRC



Our EDI Ambitions

- 1 To create environments where **everyone** feels welcomed, included and valued
- 2 For **everyone** to be responsible for EDI in their day-to-day work
- 3 For EDI to be a sustainable, business as usual practice in **all** that we do and how we do it
- 4 To develop an MRC approach within the wider UKRI framework to advance EDI as part of local practice



Snapshot of MRC's journey thus far

2013-14: MRC
E&D Vision and
Action Plan
published

Nov 2020:
EDI
Knowledge
Exchange
Group
established

**Nov 2020-
Mar 2021:**
EDI
Engagement
and Change
Manager
recruited

**May-Oct
2021:** EDI
Audit
undertaken

**Nov-Dec
2021:**
Pregnancy
and maternity
report
approved at
MB

Sept 2020:
Staff ED&I
Forum
established

Jan 2021:
ED&I Forum
approved by
Management
Board

Apr 2021:
'Diversity'
becomes
new MRC
value and
EDI identified
as priority
workstream

Sept 2021:
New MRC
mandatory
EDI training
requirements
in place

EDI Audit

Head Office:

- 71% women
- 8% ethnic minorities
- Low disability declaration
- 5% identify as gay, lesbian, or bi-sexual



Diversity information - Oracle

- Disability
- Ethnicity
- Gender options
- Marriage or civil partnership
- Sexual orientation
- Trans indicators



MRC EDI priorities (workforce)

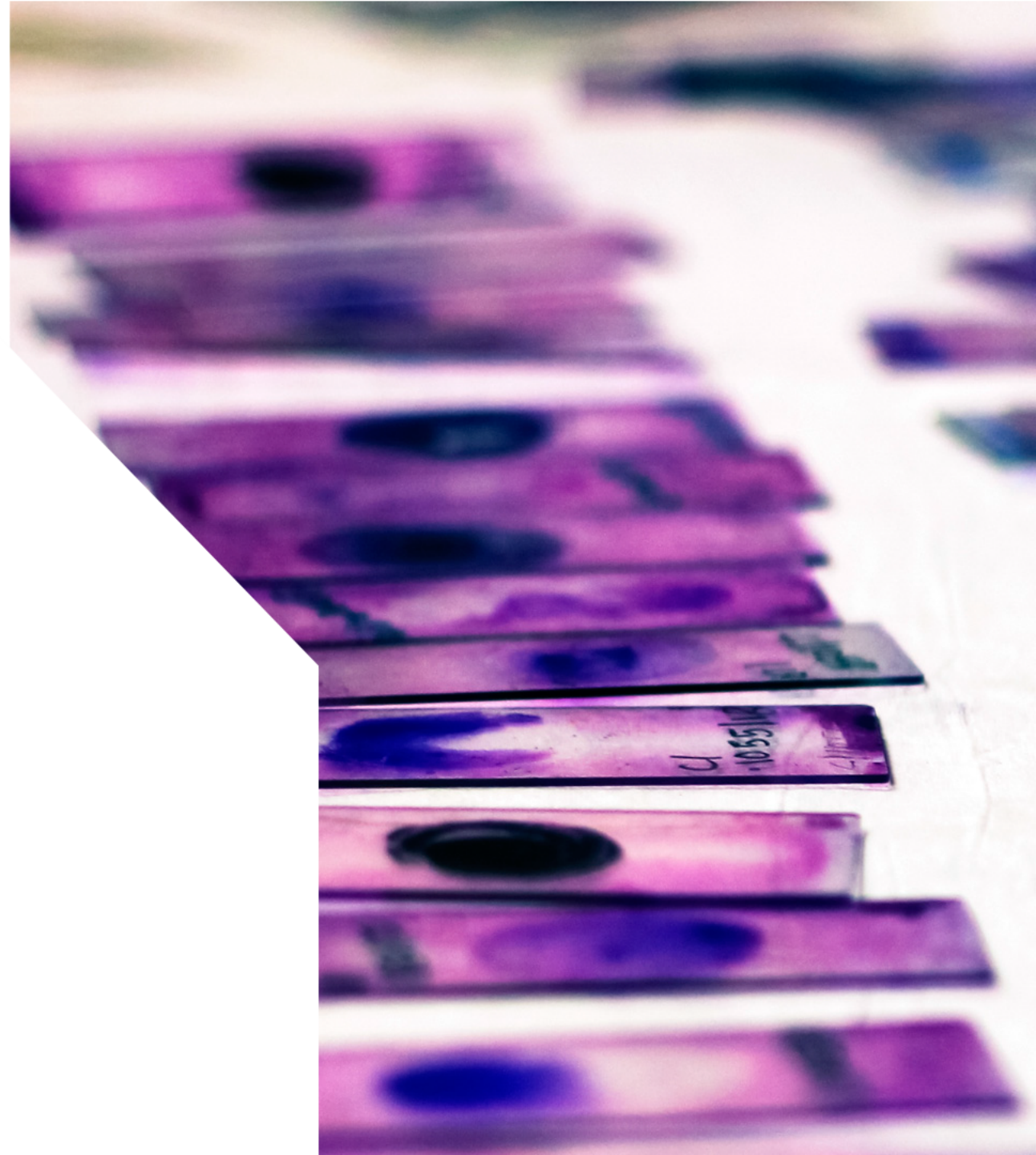
- Implement the five E's: Educate, Enable, Equip and Empower staff to influence the EDI space within their roles and teams, and to Evaluate the impact through enhanced EDI training and development opportunities.
- Improve pregnancy and maternity management and support.
- Mandate EDI objectives as part of performance appraisals and further embed EDI as part of performance appraisals.
- Conduct campaigns to encourage staff to declare diversity monitoring information, particularly focusing on disability in bands A-E.
- Further embed EDI in HO recruitment processes.

MRC EDI priorities (peer review)

- Roll out MRC Active Bystander Scheme on boards and panels.
- Finalise development and launch MRC Board/Panel Diversity – Trainee Development Scheme pilot targeted at under-represented groups.
- Integrate Equality Impact Assessments into new call development.
- Work with the Evaluation and Analysis team to deliver training around the EDI Dashboard tool and how to use it.
- Develop ‘Black in Biomedical Research’ programme.

Getting involved

- ED&I Forum (workforce issues)
- EDI Knowledge Exchange (external-facing)
- EDI Advocates Programme
- Active Bystander Scheme
- EDI training, events etc.
- Staff Networks





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Thank you



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