



Paper: 20-03
UKRI EDI External Advisory Group
Author: [REDACTED]

Minutes of the 10th meeting of the UK Research and Innovation External Advisory Group for Equality, Diversity and Inclusion held on 5 March 2020, London.

EAG Attendees	
Karen Salt (Deputy Chair)	Claire Murray (via VC)
Dina Belluigi	Eugene Oteng-Ntim
Rosanna Duncan (via VC)	Tom Welton
Zabeen Hirji (via VC)	
UKRI Attendees	
[REDACTED] (Secretariat)	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
Apologies	
Jennifer Rubin (Chair)	Simon McKeown
[REDACTED]	Wendy Loretto
Zamila Bunglawala	Giovanni Razzu

1. Welcome and introductions

[REDACTED] welcomed members to the 10th meeting of the External Advisory Group. [REDACTED], [REDACTED] and [REDACTED] joined the meeting remotely via Zoom.

Apologies were received in advance from [REDACTED], [REDACTED], [REDACTED] and [REDACTED]

In addition to the EDI Strategy Team, the following UKRI members of staff joined the meeting:

[REDACTED]

2. Minutes and actions from the last meeting

Members agreed the minutes from the last meeting (EAG 20-01) without amendments.

[REDACTED] updated members on the actions from the last meetings.

Action I (It was agreed that details of internal working groups related to equal pay will be shared at a future meeting) will be completed later in 2020.

OFFICIAL SENSITIVE

Action II (EDI team to arrange user testing of the interactive dashboards for EAG members) was noted as completed. [REDACTED] thanked members who participated in the user testing and invited [REDACTED] to comment on how their feedback was incorporated.

██████████ informed members that recommendations around using larger font and providing more user guidance had been taken on board. ██████ explained that certain aesthetic choices had been made on purpose in the design of the interactive dashboards and that the team has prepared reactive lines to explain them.

[REDACTED] suggested that [REDACTED] is invited to a future meeting to discuss UKRI data capabilities more widely.

Members asked for clarification on why comparisons between Councils were discouraged. [REDACTED] explained that there are significant differences in underlying structures across Councils (e.g. ESRC does not offer many Fellowships), so more context would be required to make meaningful comparisons. [REDACTED] also clarified that the data to make those comparisons is still available to users of the data, and comparisons were just being discouraged through the design choices UKRI had adopted for the interactive dashboards.

Action III (EDI team to follow up with EAG members by correspondence to seek comments on EAG 19-18 EDI Ambassador Network) was noted as completed. [REDACTED] thanked all members who had sent comments on the paper and the proposed scheme. The EDI team has taken this feedback on board and is continuing to develop plans for the scheme and will keep members informed.

Regarding Action IV (Revisit the accessible communications review at an EAG meeting later in 2020) [REDACTED] informed members that following a competitive tender process, Big Voice Communications, a specialist inclusive communications consultancy, has been appointed to carry out an initial review and insight report for UKRI's EDI 'embed and upskill' communications project. An update on this work will be provided at the next meeting on 13 May.

[illegible]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

4. HR update

Agenda item 5 was moved forward and [REDACTED] joined the meeting via VC. [REDACTED] informed members that [REDACTED] had recently been appointed Deputy Director for Global Mobility and Inclusion and that a new Chief People Officer would also be joining UKRI shortly.

[REDACTED] informed members of ongoing work on the UKRI Gender Pay Gap report for 2019, due to be published by the end of March. The report shows that the media pay gap has gone up by 2% to 13.7% but that the mean pay gap remains unchanged, which is an unusual discrepancy. The UKRI Executive Committee is currently seeking further explanation around this by statisticians.

[REDACTED] further informed members that the media bonus gap in 2019 is 0%, up from -11%. The mean bonus gap is -9%. This figure is similar to that of comparable organisation.

Members asked if the pay gap in research institutes may be distorting the overall picture and should be separated from the analysis. [REDACTED] confirmed that this had been done, but that due to very small numbers this analysis produced odd results and was not helpful.

Members suggested that it is important to clarify that this data concerns UKRI employees only, rather than fellowships or UKRI awards, and to communicate clearly what UKRI is doing to eliminate bias going forward.

Members also asked if UKRI was investigating equal pay and [REDACTED] confirmed that the UKRI Pay and Reward Group was planning to carry out an equal pay audit following the next pay review.

5. An emerging UKRI research culture strategy

[REDACTED] joined the meeting and agenda item 6 'An emerging UKRI research culture strategy' was brought forward.

[REDACTED] presentation outlined the history of research culture policy, noting its origins with work by the Nuffield Council on Bioethics in 2014, followed by a Royal Society programme in 2016, which [REDACTED] led in [REDACTED] previous role. As a result, UKRI took on research culture as a work area in its

Strategic Prospectus in 2018, while Wellcome launched its Reimagine Culture project, followed by other funders also beginning work in the area.

Key problems that are being addressed are narrow definitions of success and a highly competitive research culture. Across UKRI, Councils are already doing much work around research culture, but this has not been coordinated or communicated well so far. The goal now is to create an organisational narrative on research culture, considering reward and recognition patterns within UKRI and how UKRI can use its levers to drive wider change. Evaluation is key, as many past projects were not evaluated and UKRI is committed to thoroughly evaluating all of its initiatives.

Early priorities within research culture work include reviewing peer review and trialing narrative form CVs (cf. the Royal Society's *Résumé for Researchers*). Work is also taking place around research ethics, associated assurance mechanisms and how to make sure not to create perverse incentives.

Members asked how UKRI's research culture work compares internationally. [REDACTED] explained that the UK is part of an early cohort of countries leading the field and widely recognized as a core conversation leader. [REDACTED] also gave examples of other recent initiatives in the Netherlands, USA, Germany, Switzerland and Ireland.

Members asked how UKRI is collaborating with other institutions on research culture. [REDACTED] confirmed that UKRI has very frequent interactions with Wellcome and other key partners, yet that it is important to note in this context that they often operate in different legal frameworks to UKRI as publicly funded organisations. Members commented that this could mean different roles for different partners, for example as non-public sector organisations may be in a position to take greater risks, while UKRI can be a natural leader in certain other areas. It was noted that this division is already apparent in UKRI work on bullying and harassment where it is increasingly taking on a convening role. Members stressed the importance of all partners playing the best role for them and working together, rather than blaming each other for not fixing the problem.

Members also stressed the importance of co-creation and efficiency. [REDACTED] informed members that her team is working collaboratively, focusing on areas where UKRI can have the biggest impact (e.g. investigating reward and recognition patterns) rather than claiming to be able to solve the problem alone.

There was interest in [REDACTED] returning to present further on this work at a future meeting, as well as potentially convening a workshop for members.

Action II: Invite [REDACTED] to another EAG meeting later in 2020 to present on ongoing research culture work and explore how EAG members can become involved.

Agenda items 7 (Funded Programmes – EDI & Bullying and Harassment) and 8 (Forward look - EAG/UKRI priorities and ways of working in 2020) were postponed.

6. Future priorities for UKRI diversity data analysis

[REDACTED] invited members to discuss paper EAG 20-02 (Future priorities for UKRI diversity data analysis).

Members made suggestions for additional topics to consider for data analysis, such as peer review colleges membership, different topics related to research culture (ethics etc.). It was also suggested that data should be collected on applicants' nationality, including asylum status.

It was stressed that when discussing exclusions it is important to communicate that this does not mean that certain information is not being collected and analysed.

Members suggested that institutional grants should not be excluded from the data analysis. [REDACTED] confirmed that including Innovate UK and Research England grants (currently being collected but not included in the harmonised data set due to the differences in data types) in the analysis is a priority ambition for UKRI data work.

OFFICIAL SENSITIVE

Members raised the issue of data collection and grant ownership noting that the current approach was problematic, as it did not sufficiently acknowledge cocreation and postdocs frequently did not receive recognition for grants they participated in. [REDACTED] acknowledged that team science was an important topic that is being explored by various teams across UKRI, including the Research Culture and Talent teams. A landscape study on research incentives commissioned by UKRI is due to be published at the end of March.

Action III: Secretariat to share the research incentives study with EAG members when it is published.

7. Close

[REDACTED] asked members to send suggestion for future topics for discussion to [REDACTED].

It was agreed that [REDACTED] will be invited to a future meeting to present on UKRI Talent Strategy.

Action IV: Invite [REDACTED] to the next EAG meeting to present on UKRI Talent Strategy.

Date of Next Meeting: Wednesday 13 May 2020.