



Minutes of the 9th meeting of the UK Research and Innovation External Advisory Group for Equality, Diversity and Inclusion held on 11 December 2019, London.

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

1. Welcome and introductions

[REDACTED] welcomed attendees to the ninth meeting of the UK Research and Innovation (UKRI) External Advisory Group (EAG) and sixth meeting in 2019, explaining she is chairing the meeting in [REDACTED] absence. [REDACTED] joined the meeting remotely via zoom.

Apologies were noted from [REDACTED], [REDACTED], [REDACTED], and [REDACTED]. Due to [REDACTED] absence, agenda item 4 (Update on UKRI Gender Pay Gap reporting) was postponed to the next meeting.

Members agreed not to open EAG 19-19 (Revised Terms of Reference for the UKRI EDI External Advisory Group) for discussion. The Revised Terms of Reference were accepted without amendments.

2. Minutes and actions from last meeting

Members agreed the minutes from the last meeting (EAG 19-15) without amendments.

The action from point 6 (UKRI Strategy to share the bullying and harassment position statement and comms lines with the EAG) was noted as complete. [REDACTED] added that the Bullying and Harassment material had been positively received and provided an update on ongoing work, e.g. recent engagement with the 1752 Group.

It was noted that the action from point 8 ([REDACTED]) agreed to provide EAG with the toolkit and a short-written summary of what action UKRI was taking) will be completed after the General Election.

audit trail and rationale is being provided for all exclusions in the published dataset.

Members queried if the data shows variation by Council. [REDACTED] demonstrated some of the Tableau dashboards, showing how to interrogate the data and make comparisons, confirming that variation exists by Council, as well as by career stage. In reaction to the Tableau demo, members recommended that user instructions should be provided, e.g. via a video, and that ideally the navigation pane should be on the other side of the screen to make the dashboards more user friendly.

Members discussed additional forms of analysis they would like to see carried out with this data, e.g. intersectional analysis. It was noted that due to resource constraints and data security considerations there are limitations to analysis possible with the current dataset, but that UKRI is pursuing ambitions for more advanced data analysis work, including producing a range of effective visualisations.

Members discussed likely risks associated with the data publication and possible public reactions, while acknowledging the importance of making data public even in the face of such challenges. UKRI EDI team members confirmed that the data release will be linked to policy action points to address concerning findings. The publication will also be accompanied by a narrative document, outlining caution point, e.g. around the disability data and source of data for PhD studentships.

Members expressed interest in carrying out advance user testing of the interactive dashboards ahead of publication.

Action II: EDI team to arrange user testing of the interactive dashboards for EAG members.

7. UKRI Safeguarding Policy

[REDACTED] from the UKRI International Development introduced EAG 19-17 (Development of a UKRI Prevention of Harm in Research and Innovation (Safeguarding) Policy), confirming the policy is due to launch in April 2020 and will be implemented from October 2020.

Members queried how UKRI will ensure that expectations and reporting mechanisms are made accessible across linguistic and cultural barriers, i.e. how will acceptable behaviours be communicated to communities and what support will be provided to vulnerable populations. Members referred to examples of good practice, where a Good Conduct guide was produced, which all staff and aid recipients had to sign up to, and related training provided in all relevant languages.

Members stressed the importance of using appropriate and inclusive language, to ensure people are not put off when encountering this policy document and pointed to relevant best practice guidance.

8. EDI Ambassador Network

Given time constraints, it was agreed that EAG 19-18 (EDI Ambassador Network) will be discussed by correspondence.

Action III: EDI team to follow up with EAG members by correspondence to seek comments on EAG 19-18.

9. Accessible communication follow-up

Following on from [REDACTED] presentation at the EAG meeting on 20 May 2019, [REDACTED] confirmed that work is underway to review current practices and implement accessibility best practice across UKRI communications, events and other activities.

Members discussed the potential for accessibility requirements to be extended to UKRI funded projects, e.g. through the provision of additional funding to implement accessibility measures and by updating terms and conditions. It was noted that short and medium-term goals are around the internal review, but that this is certainly a longer-term ambition for UKRI.

Members confirmed their interest in supporting UKRI with the internal accessibility project, and pointed to examples of good practice, such as the website of York St John university and the Numfocus Cookbook.

Action IV: Revisit the accessible communications review at an EAG meeting later in 2020.

10. AOB

██████████ passed on a request from the UKRI Comms team for members to provide photographs that could be re-used for UKRI EDI-related communications. ██████ also provided an update on work on a launch video that members had been invited to contribute to.

Members proposed including fewer agenda items at future meetings, to allow for more time for discussion, noting the advice-giving role of the EAG. It was also suggested that members collate a list of topics for future discussion as part of a 'forward look'.

Date of next meeting: 5 March 2020.