

# UK Research and Innovation

**Paper: 18-05**

UKRI EDI External Advisory Group

Author: [REDACTED]

## **Draft minutes of the second UK Research and Innovation External Advisory Group meeting for Equality, Diversity and Inclusion Meeting held on 4<sup>th</sup> October 2018, London**

Attendees	
Professor Jennifer Rubin (Chair)	Dr Dina Belluigi
Zamila Bunglawala	Dr Rosanna Duncan (by video-conference)
Zabeen Hirji (by video-conference)	Professor Wendy Loretto
Dr Karen Salt	Dr Claire Murray
Dr Eugene Oteng-Ntim	Professor Giovanni Razzu
Professor Tom Welton	
UKRI attendees	
[REDACTED] (Secretariat)	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
Apologies	
[REDACTED]	

### **1. Welcome and Introductions**

[REDACTED] welcomed attendees to the second UK Research and Innovation (UKRI) External Advisory Group meeting. Apologies were noted from [REDACTED].

[REDACTED] introduced [REDACTED] as the new UKRI Strategy lead for EDI working with [REDACTED] taking over from [REDACTED] following internal restructuring. [REDACTED] from UKRI Strategy, [REDACTED] from UKRI Central Analysis, [REDACTED] as Chief People Officer and [REDACTED] as Head of People and Organisation Development for UKRI were also welcomed to the meeting.

### **2. Minutes from last meeting and actions**

The minutes of the previous meeting were agreed as correct, subject to minor amendments under item 5, UKRI levers and incentives, to reflect work is in progress with the Office for Students (OfS) and to accurately record the interventions implemented in Canada.

All actions were noted as complete and for discussion under the agenda.

**Action: UKRI Strategy to make the minor amendments to the minutes.**

### **3. Terms of Reference**

The updated terms of reference were agreed without any further amendment.

#### 4. UKRI Bullying and harassment statement

██████████ presented an interim UKRI three-month communications plan and draft statement for bullying and harassment highlighting that this is a significant issue for the research and innovation sector which has seen increased, high-profile press coverage over recent months.

██████████ recognised that the 1752 group has been trying to address the issues suffered by both staff and students in academia recommending that UKRI may wish to take this on board as part of an evidence review.

██████████ raised the way in which issues are currently highlighted recognising it would be beneficial for UKRI to have a question and answer fact sheet that sets out what UKRI is currently doing and what we will do about it.

██████████ highlighted the connectivity of bullying and harassment often resulting in other issues including mental health and wellbeing. Members agreed that this should be a big part of this work and a challenge for UKRI could seek to address.

Members welcomed the approach and were pleased to note the statement was being made by mix gender senior leads, ██████████ and Professor Rubin. It was agreed that the statement should set a clear commitment to zero tolerance at the Board level with a strong leadership tone. Further to this, ██████████ recommended presenting in bullet form with clear actions to ensure it short and succinct.

**Action: UKRI Strategy to circulate to the External Advisory Group the final statement and communications plan for bullying and harassment once agreed.**

#### 5. Demonstration of the Race disparity audit

██████████ gave an introductory demonstration of the Race Disparity Audit for members to consider the approach and impact it has had and if or how learning could potentially be applied within UKRI. Key points from the demonstration are noted as:

- Launched by the Prime Minister in 2017 to examine how people of different backgrounds are treated across areas including health, education, employment and the criminal justice system.
- The focus of the audit helps to ensure the wealth of UK data is published, accessible, transparent and, most of all, used to inform how we can improve our country for all.
- Presents the key facts and figures in an accessible way and can be downloadable, searchable and filtered in such a way that makes it straightforward for identifying where the problems are.
- Tested extensively with different stakeholders and usage is tracked to inform policy.
- Cabinet Office commissioned a strategy setting out clear, transparent targets with the goal to be the most inclusive employer.
- Recruited dedicated team at SCS level to make progress as well as setting actions and responsibilities at the perm sec level.
- Move towards using an inclusive language where it becomes comfortable to talk about the issues, challenges and experiences.

Members agreed the data is a rich and powerful tool for many users and demonstrates that the visibility of data is important. ██████████ from the UKRI central analysis team also recognised that UKRI is currently considering what data it has, how we currently publish this as UKRI and how we can start to build on this. Members noted that further work is needed to understand how UKRI data correlates both in terms of the language as well as in starting to understand where people 'touch' UKRI, and subsequently what interventions we could make.

Members agreed that it would be beneficial to understand the chain of information, how this is currently used and how it could be used in the future which could include case studies of those who are both successful and unsuccessful to encourage discussion. It was recognised that there are various data sets across the landscape which UKRI should consider engaging with, including Advance HE, HESA and Leo data.

Members thanked [REDACTED] for [REDACTED] insightful demonstration. [REDACTED] acknowledged that this was the beginning of UKRI's thinking on EDI data and will feature as an ongoing discussion with the external advisory group.

## 6. Shaping the UKRI EDI long-term strategy

[REDACTED] presented a paper setting out an initial framework for developing a UKRI long-term strategy for equality, diversity and inclusion building on the paper presented to EAG at its first meeting titled *UKRI Long-term Strategy for Equality, Diversity and Inclusion*.

The approach represents an initial attempt to articulate UKRI's broad aim, the principles which will guide an overall approach, and a set of specific, thematic objectives. The suggested strategy framework will be useful for helping to focus efforts, using evidence-based approaches, and to assess and measure progress.

In discussing the proposed themes, [REDACTED] proposed an additional theme which considers the concept of leadership. This includes defining what leadership is, supporting it to happen and extending to considering how funding can inadvertently identify leaders e.g. principle investigators on grants.

[REDACTED] highlighted the importance of data and possible interventions through targets, measurements and key performance indicators, building on the suggested datasets in the paper. It was agreed that UKRI should aspire to measure progress against the framework either through the data we collect or through commissioning additional research, recognising the importance of transparency and accountability both as an organisation and as a funder.

Members discussed the use of the word 'merit' and how this fits with inclusive language, talent and effort, and suggested that "talent" may be more appropriate. [REDACTED] suggested that it may be helpful to consider the framework in context to that of the UKRI Strategic Prospectus, which also refers to "talent" alongside diversity.

Overall members felt that this was a very helpful, clear framework that helps to start to shape the ambition and thinking of the group and what UKRI can and should achieve. It was agreed that the strategy is appropriately broad and high-level, reflecting the scale of the challenges and ambitions of UKRI.

**Action: UKRI Strategy to review and refine the proposed strategy framework in line with the comments for further discussion at the next meeting.**

## 7. AOB

### *Statement on safeguarding:*

[REDACTED] brought to the EAG's attention a draft research funders statement on safeguarding developed with DfID and other key stakeholders.

### *Next external advisory group meeting:*

Members agreed that the next external advisory group meeting should be a joint meeting with the EDI leads from across the Councils as an opportunity for members to learn and discuss the approach and progress constituent parts of UKRI have made.

**Action: UKRI Strategy to set up a joint meeting with the UKRI Strategy and Implementation Group (SIG) to take place before Christmas.**