



Paper: 21-01  
UKRI EDI External Advisory Group  
Author: [REDACTED]

**Minutes of the 14<sup>th</sup> meeting of the UK Research and Innovation External Advisory Group for Equality, Diversity and Inclusion held on 2<sup>nd</sup> December 2020 via Zoom**

EAG Attendees	
Jennifer Rubin (Chair)	Karen Salt (Deputy Chair)
Dina Belluigi	Eugene Oteng-Ntim
Simon McKeown	Giovanni Razzu
Claire Murray	Tom Welton
Zamila Bunglawala	Zabeen Hirji
UKRI Attendees	
[REDACTED]	[REDACTED] (Secretariat)
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED] 4)
[REDACTED]	[REDACTED]
Guests	
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
Apologies	
Rosanna Duncan	Wendy Loretto

**1. Welcome and introductory session with [REDACTED]**

[REDACTED] welcomed [REDACTED] to the meeting and provided background on the EAG's activities and contributions, including setting out the work on the EDI vision, data analysis and work on bullying and harassment. [REDACTED] invited [REDACTED] to make some introductory remarks on [REDACTED] vision for the research and innovation system.

[REDACTED] welcomed the opportunity to meet with and hear directly from the group and thanked both the group and [REDACTED] for their work and achievements to date. [REDACTED] recognised that equality, diversity and inclusion runs through the core of everything we do and the research system needs to be open, diverse and inclusive to ultimately improve lives. [REDACTED] was keen to understand the barriers and challenges in creating a positive research

culture. The current culture, with its certain behaviour, for example the publish or perish mindset, can push people out. [REDACTED] noted that there is more to be done to foster a more positive mindset, to shift perceptions and change behaviour.

The Government has published the R&D roadmap earlier this year and is now moving towards developing its People and Culture Strategy. The pandemic has undoubtedly introduced further challenges within the research system.

[REDACTED] welcomed the EAG's input on

- Development of the people and culture strategy.
- How the pandemic has challenged organisations in terms of EDI and if this has introduced even more challenges?
- How we can begin to address these challenges that can shift research culture?

Following this, [REDACTED] invited EAG members to provide their own introductory remarks.

The group discussed the challenges and opportunities presented due to the pandemic particularly recognising that the pandemic has exacerbated existing inequalities. However, it was recognised that often crises can present opportunities to learn and challenge existing ways of working.

Members reflected on the opportunity to reframe the conversations around inequalities, bringing in lived experiences to conversations, capacity building of under-represented groups and the need to focus on the mental health impacts.

The emphasis on the evaluating research in the R&D roadmap was discussed, and the importance of the role of incentives through evaluating research. There is interest in understanding if the current mechanisms are fit for purpose.

Jennifer thanked [REDACTED] for joining the session.

## **2. Reflections and next steps following [REDACTED] introductory session**

[REDACTED] invited members to share any further reflections and agree next steps. [REDACTED] suggested that the group may be able to usefully and strategically provide input to [REDACTED] and proposed that the group might wish to provide additional reflections through a short submission.

[REDACTED] notified the group that [REDACTED] will chair the remainder of the session.

**Action 1: The group to provide some reflections and insights to [REDACTED] through a short submission.**

## **3. Minutes and actions from the last meeting**

[REDACTED] took over the chairing for the remainder of the meeting.

The minutes from the last meeting were accepted without comment.

[REDACTED] provided an update on the actions arising from October 2020 meeting:

**Update on action for EAG to provide further reflections and suggestions through a formal response to the questions posed by Dame Ottoline.**

Following the October meeting, the group has provided further reflections and input into the development of a formal response to the introductory session with Dame Ottoline and were thanked for their input. A response has been prepared by the secretariat, which is now going through an internal review and sign off process before being submitted to Ottoline. This will be shared with the group in due course for final comments.

**Update on action to invite Dame Ottoline to a future meeting of the EAG.**

The formal submission to Ottoline will be used as an opportunity to invite her to a future EAG

meeting.

**Update on action for UKRI Analysis team to follow up on more information on ONS data benchmark**

[REDACTED] has followed up by correspondence directly with [REDACTED] who initial queried the ONS data benchmarking as part of the detailed ethnicity analysis.

All other actions were marked as complete or covered under the agenda.

4.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

**6. AOB**

██████████ announced that ██████ will be taking over a new role at the Home Office as the Chief Scientific Adviser and Director General and thanked the group for their contributions. Members congratulated ██████ and thanked ██████ for ██████ work within UKRI on EDI.

**EAG recruitment**

██████████ updated members on plans for recruitment of new members, noting that the team has started the design of the recruitment process for a new EAG membership. The secretariat will be in touch with current members to maintain continuity and encourage an active role in the recruitment process.

**Future meetings**

**Action 4:** ██████ will be in touch by correspondence to arrange these 6-month period for 2021.

**Conflicts of interest**

Our policy requires our senior leaders, board and panel members to declare any interests that could be (or be perceived as) a conflict in any discussions, decisions or actions that could risk the impression that UKRI have acted improperly.

**Action 5:** ██████ to circulate a short declarations of interest form for members to complete, following the meeting.

The Chair thanked members for their contributions in the meeting.

There was no further business.