

# UK Research and Innovation

**Paper: 19-07**  
UKRI EDI External Advisory Group  
Author: [REDACTED]

**DRAFT minutes of the fifth UK Research and Innovation External Advisory Group meeting for Equality, Diversity and Inclusion Meeting held on 3<sup>rd</sup> April 2019, London.**

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

## 1. Welcome and Introductions

[REDACTED] welcomed attendees to the fifth UK Research and Innovation (UKRI) External Advisory Group meeting and second meeting in 2019. Apologies were noted from [REDACTED], [REDACTED], [REDACTED], [REDACTED], [REDACTED] and [REDACTED].

[REDACTED] introduced a number of new colleagues to the meeting who had recently joined UKRI Strategy who would be supporting various activities linked to EDI including:

[REDACTED]

## 2. Minutes from last meeting and actions

Members agreed the minutes without amendment and the actions were noted as complete.

## 3. Update on UKRI EDI evidence Reviews

[REDACTED] informed members that the UK and International context EDI reviews had been received by the contractual deadline of 1<sup>st</sup> April and there was a small window of opportunity in which

to provide comment before the reports would be finalised.

Members discussed the findings which concluded that whilst there is good information and a range of interventions, there is a lack of evidence and where there is evidence, that it is not robust. It was noted that the reports were unclear in places around the extent of the evidence e.g. Athena Swan and recruitment. [REDACTED] proposed that to address this, it would be helpful for the evidence to be set out in a hierarchy of what we know, and with what level of confidence, flowing to where there is little, or no sufficient evidence. Members agreed that both reports should include more context and descriptive comments to help contextualize the findings better than currently presented.

[REDACTED] proposed that a statement or pre-amble should accompany the publication of the reports, stating that it is clear there is a lack of evidence and that there are a range of interventions recognizing that the reports, should not restrict these interventions but starts to bring together the evidence into a framework, well enough defined for the wider research and innovation community to make use of.

As a final point, members agreed it would be beneficial for UKRI to consider what work other institutions are doing and the scope for creating a more harmonized approach.

[REDACTED] thanked members for their comments and highlighted that any further feedback would be welcome until 8<sup>th</sup> April. [REDACTED] asked for those members willing to help UKRI articulate the pre-amble that would accompany the report, to inform the UKRI Strategy Team.

**Action: Members to inform UKRI Strategy if they are happy to help UKRI articulate a statement/pre-amble to accompany the final reports.**

#### **4. Bullying and Harassment policy update**

[REDACTED] gave an overview of the findings from the evidence review identifying five areas:

- Ample evidence of prevalence around bullying and harassment.
- A number of challenges including barriers to reporting, organisational structures, competitive behaviour and job insecurity.
- A range of approaches including senior leadership 'buy-in', a whole organisational-approach and removing barriers to reporting.
- Evaluation including interventions are not sufficiently mature with a difficulty to measure success.
- A number of gaps around the lack of research on perpetrators, lack of evaluation of the efficacy of policies and programmes.

[REDACTED] reminded members at the last EAG members agreed UKRI's approach should be to:

- Lead by example;
- Guide the sector;
- Consider our terms and conditions;
- Develop appropriate assurance mechanisms; and,
- Conduct further research to examine the incentives in the research system which may inadvertently drive these problems.

[REDACTED] proposed that wellbeing of staff should be encouraged within job descriptions and having strong senior buy-in would help steer the teams that sit below, particularly in a research system. Members felt this would contribute to making a cultural difference alongside appropriate accountability, which could potentially include staff undertaking maturity assessments.

NHS England have done a lot of work on leading by example through developing various toolkits and guidance available via their website. Members discussed whether the learning could be transferrable to research and innovation exercising caution as whether the approach had undergone any form of evaluation.

[REDACTED] noted next steps are to consider the actions for UKRI for publishing in May and welcomed members to work with [REDACTED] to articulate these beyond the meeting. Members agreed the actions should be considered more broadly, by potentially drawing together other funders

to help coordinate and streamline an approach, particularly around assurance and overarching principles, across the research and innovation landscape.

**Action: Members to contact [REDACTED] should they be available to contribute to articulating the actions on bullying and harassment for UKRI.**

## 5. UKRI EDI Data and Analysis

[REDACTED] presented to the EAG the proposed approach to EDI data and analysis for UKRI. There are three workstreams to this work:

- Establishing the context;
- UKRI as a funder; and,
- UKRI as an employer (which will be led by HR).

The approach will analyse the EDI characteristics of the different populations of individuals at different stages of the researcher pipeline and will also be compared to the wider UK population and labour force to baseline our researcher EDI characteristics.

It was noted there are number of data gaps and geographical limitations and members discussed the need for data linking to be able to present a more-fuller, clear picture. UKRI is currently looking at Orchid to help with tracking acknowledging that this is currently not required everywhere.

[REDACTED] queried if the work would be undertaken across the UK noting that there are a number of deprived areas within Scotland and Wales. [REDACTED] acknowledged that for England, socio-economic background is captured within the HESA data and OfS data for which UKRI is currently considering how this data can be used.

Members discussed mapping careers with age can be difficult acknowledging that Research Councils previously published data around fellowships separately.

[REDACTED] thanked members for their input and invited them to provide any further input, particularly on the way the data and analysis should be presented, to [REDACTED] outside of the meeting.

**Action: Members to provide any further input on approach or on the presentation of the EDI data and analysis to [REDACTED] outside of the meeting.**

## 6. UKRI as an employer:

[REDACTED] presented the approach to EDI that UKRI is taking as an employer. The key points include:

- Work is in the very early stages and is starting to bring together the existing work of the councils in to a single harmonised approach;
- Will seek to lead by example acknowledging that the proposed UKRI strategic framework can largely be applied to the way EDI will be considered as an employer.
- Starting to bring together and assess the data as an employer which includes analysing staff survey data.
- Recently published the gender pay gap report acknowledging there is a lot of work to be done.

Members were pleased to see that some dedicated resource had been allocated to this work acknowledging that it was in its early stages. It was proposed that given the limited resource, careful consideration should be given to prioritising work to ensure UKRI is able to make sufficient impact.

[REDACTED] invited members to nominate themselves should they be able to provide further advice and support to [REDACTED] and the team, including potentially undertaking an audit of the HR

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processes and help prioritise the work. [REDACTED] invited [REDACTED] to come back to the EAG at a future meeting to keep members informed of the approach and progress.

**Action: Members to advise UKRI Strategy should they wish to nominate themselves to support and advise the HR workstream.**

### 7. AOB

There was no further business.

**Date of Next Meeting:** Monday 20<sup>th</sup> May 2019, 13:00-16:00 – 58 Victoria Embankment, London.