

**Draft minutes of the fourth UK Research and Innovation External Advisory Group meeting for Equality, Diversity and Inclusion Meeting held on 4<sup>th</sup> February 2019, London.**

Attendees	
Professor Jennifer Rubin (Chair)	Dr Karen Salt
Zabeen Hirji (by VC)	Professor Wendy Loretto
Zamila Bunglawala	Dr Claire Murray
Dr Eugene Oteng-Ntim	Simon McKeown
Rosanna Duncan	Professor Giovanni Razzu
Professor Tom Welton	
UKRI attendees	
[REDACTED] (Secretariat)	[REDACTED]
[REDACTED] (item 4 only)	[REDACTED] (item 4 only)
[REDACTED] (item 7 only)	
Apologies	
Dina Belluigi	

**1. Welcome and Introductions**

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

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

Members agreed the minutes without amendment.

[REDACTED] provided the following update on outstanding action:

*Action 3:* [REDACTED] to follow up offline with members who may wish to be involved in reviewing external EDI reports across the sector and their potential implications. [REDACTED] advised that [REDACTED] had not received any correspondence from members and would follow up outside of the meeting.

[REDACTED] noted all other actions as in progress or complete.

**3. Update on UKRI EDI evidence Reviews**

Following EAG participation in the challenge workshops held earlier in the day, [REDACTED] invited members to share thoughts and reflections on early findings and progress from the two evidence reviews.

Members noted that the UK and international reviews were working to a different timeline to the bullying and harassment review. It was unclear if EAG members had been invited to be part of Advance HE's advisory group and agreed it would be helpful to ensure continued engagement. It was agreed that UKRI Strategy would stay in close contact with the suppliers for regular progress updates.

Members discussed the final outputs noting King's College London had stipulated within their contract that they would hold an event to launch the publication. Members agreed UKRI should consider an event timeline for stakeholder engagement and in the planning of such publications and events, that these should all be EDI accessible.

#### 4. Bullying and Harassment policy update

██████████ and ██████████ presented a policy update on bullying and harassment highlighting that there were three emerging approaches:

- To 'do nothing' and maintain the status quo taking the position that this is a HR issue, and as UKRI are not the direct employer, it should not intervene.
- Adopt a Wellcome Trust/CRUK-like policy which would involve UKRI requiring disclosure of upheld allegations at the point of application
- For UKRI to be a Beacon for evidence-based and evidence building practice, giving the institution the ability to decide with appropriate assurance mechanisms in funding assurance programmes.

Members discussed the implications of how jobs and appraisals are managed within universities and the potential effects of bullying and harassment. It was acknowledged that having the right policies and procedures encourages good behaviour with appropriate processes in place if bad behaviour occurs. This could also include sanctioning the institution, not the individual, if there is a failure to comply.

Members noted that the evidence review was still underway and invited ██████████ and ██████████ to a future meeting for EAG to provide further advice as the policy evolves.

#### 5. Update on developing a UKRI EDI shared capability

██████████ informed members of current work underway to consider the organisational design of UKRI, including establishing further capability for equality, diversity and inclusion. It was anticipated that further resource would include establishing a director of research culture as well as operational level support to progress EDI across UKRI.

██████████ also informed members that ██████████ will be working more closely at the interface between Councils, the EAG and the internal EDI working groups on a two day a week secondment commencing 1<sup>st</sup> March 2019.

#### 6. UKRI Data and Analysis

██████████ presented initial thoughts on the data and analysis work around EDI which will form part of the planned policy outputs in the Summer 2019. There are three broad aspects to this work:

- 1) Understanding the issues (data – covering 9 protected characteristics and social mobility)
  - 1) Establishing the context e.g. what do baseline populations look like
  - 2) UKRI as an employer e.g. how does our staff data compare
  - 3) UKRI as a funder e.g. what does our success rate data tell us
- 2) Setting out our approach (the strategic framework)
- 3) Improving the evidence base of 'what works' and identifying gaps (specific interventions)

Members noted the early progress and agreed it is beneficial to be clear on the questions we are asking at the outset and to be transparent where there may be gaps in the data.

#### 7. International Development (Gender Equality) Act Compliance

██████████ provided a brief overview of work currently underway to establish a UKRI action plan for the International Development Gender Equality Act. It was noted that UKRI does not currently

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have plans in place to reduce inequalities in international initiatives such as Global Challenges Research Fund (GCRF) or Newton and that the action plan was needed for UKRI to comply with the act by 1<sup>st</sup> April 2019.

Members suggested it would be beneficial for UKRI to consider if or how it will track the implementation of equality impact plans and establish a clear position on whether they will be published. [REDACTED] proposed a future the EAG having a more detailed discussion on equality impact assessments at a future meeting.

**ACTION: UKRI Strategy to include equality impact assessments on future EAG agenda.**

### 8. AOB

#### **International Women's day (IWD) 2019**

It was noted that International Women's Day would be held on 8<sup>th</sup> March 2019 and UKRI comms were planning various activities. Members were asked to inform UKRI Strategy if they were involved in any activities for IWD for UKRI to promote via social media.

**ACTION: EAG to notify UKRI Strategy of any IWD activities for promoting.**

**Date of Next Meeting:** Wednesday 3<sup>rd</sup> April 2019, 11:00-13:30 – 58 Victoria Embankment, London.