

## Response ID ANON-B9YC-89WF-5

Submitted to Consultation on the draft UKRI Equality, Diversity and Inclusion Strategy  
Submitted on 2022-03-28 09:06:36

### General guidance

#### Questions about you

Are you responding as an individual or are you representing the views of an organisation or group?

I am representing the views of an organisation or group

#### About you: organisation or group

Which of the following best describes the type of organisation or group are you representing?

Charity or third sector body

If other, please specify:

What is the name of the organisation or group you are representing?

Please enter the name of the organisation or group you are representing with your responses:  
Biochemical Society

#### Questions about the draft UKRI EDI strategy

##### Accessibility of the draft UKRI EDI strategy

As a document, how accessible is the draft EDI strategy?

Accessibility - The content and wording of the draft EDI strategy was easy to understand:

Agree

Accessibility - The format and layout of the draft EDI strategy made it easy to read:

Agree

Are there any further comments you would like to provide on the accessibility of the EDI strategy?:

The Biochemical Society found the draft strategy to be accessible.

Overall, the document is generic in the way that it is written and veers towards 'management speak', for example, it uses the word 'levers' multiple times and various forms of the word 'invest' excessively.

Use of hyperlinks is also excessive, and important information relating to the strategy should be included in the document. As an example, Figures 2 and 3 from "Diversity results analysis for UKRI funding data, financial years 2014-15 to 2019-20" are very informative on important academic EDI issues, and having them in the strategy document will this information more accessible to users, and in this specific case, would help direct more specific actions on the strategic objectives, especially Objective 1.

With regards to format, the CEO's foreword is welcome and strikes a suitably personal note. In addition to this foreword, the document would benefit from an executive summary, serving as a pithy synopsis of what is to follow.

(NB. Compiled feedback from five EDI/policy committee members).

Did you use assistive technology to read the EDI strategy?

No

If yes, were there any issues? Please provide details below:

Assistive technology was not used.

##### EDI strategy: Our ambition

Is the EDI strategy's proposed ambition clear?

Yes

If no, please provide brief details of what is unclear:

The proposed ambition is clear, but generic, and lacking detail on specific aims and procedures to achieve the ambitions. Using 'SMART' terms to outline the goals would improve this.

(NB. Compiled feedback from three EDI/policy committee members).

What do you like most about the EDI strategy's proposed ambition?

Please provide brief details on what you like most about the EDI strategy's ambition:

- It covers UKRI's full remit and workforce, with the intention to collaborate with and influence partners.
- The cornerstones are strong, but could be developed further. The commitment to obtain and report evidence on EDI issues (cornerstone 3) is positive, which would help identify causes and direct necessary actions.

(NB. Compiled feedback from three EDI/policy committee members).

How do you think the EDI strategy's proposed ambition could be improved? Are there any significant gaps?

Please provide specific suggestions where possible:

More specific information on the action plan to achieve the ambition is required.

More detail naming the groups needing greater representation should also be included, and we found issues relating to specific groups in sciences, such as the gender imbalance and representation of LGBTQ+ communities, is not well covered. A summary of what UKRI found to be the reasons for the underrepresentation of certain groups (e.g., maternity and career breaks for female scientists) and how they plan to address the causes of this underrepresentation would help bring more specificity to the ambitions and would help make the strategic objectives more tangible.

(NB. Compiled feedback from four EDI/policy committee members).

## EDI strategy: Our cornerstones for change

Thinking about UKRI today, how well is UKRI exhibiting the behaviours set out in the cornerstones?

Cornerstone 1: We will foster an inclusive, equitable, just and diverse research and innovation system by championing and focusing on systemic and structural change.

Cornerstone 1 - UKRI is consistently exhibiting the behaviours set out in this cornerstone:

Neither agree nor disagree

Are there any further details you would like to provide?:

Anecdotally, it is thought the UKRI still predominantly tends to fund white male researchers. UKRI should consider their focus and definitions, for example, early career researchers are not necessarily young as they may have taken career breaks for parenting or caring, and older researchers have also been shown to struggle to get funding.

(NB. Compiled feedback from one EDI/policy committee member).

Cornerstone 2: We will be open, transparent, and inclusive in our approaches by listening, influencing and working in partnership.

Cornerstone 2 - UKRI is consistently exhibiting the behaviours set out in this cornerstone:

Are there any further details you would like to provide?:

N/A

Cornerstone 3: We are committed to leading, taking action and being innovative. We will use evidence, data and learning from ourselves and others to inform our actions and how we work.

Cornerstone 3 - UKRI is consistently exhibiting the behaviours set out in this cornerstone:

Are there any further details you would like to provide?:

N/A

Cornerstone 4: We expect every individual in UKRI to be inclusive in all that they do, and we will hold ourselves to account for our actions as individuals, as leaders, partners and as an organisation.

Cornerstone 4 - UKRI is consistently exhibiting the behaviours set out in this cornerstone:

Are there any further details you would like to provide?:

N/A

## EDI strategy: Strategic objectives

Are the proposed EDI strategic objectives clear?

Yes

If no, please provide brief details of what is unclear:

### EDI strategy: Objective 1

What do you like most about this proposed objective?

Please provide brief details on what you like most about this objective:

This objective is fine as an overarching ambition and highly important to the research community.  
(NB. Compiled feedback from five EDI/policy committee members).

How do you think this proposed objective could be improved? Are there any significant gaps?

Please provide specific suggestions where possible:

A clear plan on how funding inequality will be addressed would be a welcome addition.  
With regard to priority 1A, publishing EDI data is essential, but demonstrating how that data will be collected is also very important.

All objectives should include more tangible action plans with details on the specific, pro-active measures, and further details on how they will be monitored.  
(NB. Compiled feedback from five EDI/policy committee members).

What opportunities can you see for you or your organisation to work with UKRI in achieving this proposed objective?

Please provide specific suggestions where possible:

### EDI strategy: Objective 2

What do you like most about this proposed objective?

Please provide brief details on what you like most about this objective:

How do you think this proposed objective could be improved? Are there any significant gaps?

Please provide specific suggestions where possible:

All objectives should include more tangible action plans with details on the specific, pro-active measures, and further details on how they will be monitored.

The overarching objective is unclear and more detail on what 'advancing equality and inclusion through our investments' practically means is required.

With regards to priority 2A, more information on how training will be conducted (e.g. internal/external) and how it will this be assessed to ensure it is fit for purpose is required.  
(NB. Compiled feedback from five EDI/policy committee members).

What opportunities can you see for you or your organisation to work with UKRI in achieving this proposed objective?

Please provide specific suggestions where possible:

### EDI strategy: Objective 3

What do you like most about this proposed objective?

Please provide brief details on what you like most about this objective:

NA

How do you think this proposed objective could be improved? Are there any significant gaps?

Please provide specific suggestions where possible:

NA

What opportunities can you see for you or your organisation to work with UKRI in achieving this proposed objective?

Please provide specific suggestions where possible:

NA

#### EDI strategy: Objective 4

What do you like most about this proposed objective?

Please provide brief details on what you like most about this objective:

NA

How do you think this proposed objective could be improved? Are there any significant gaps?

Please provide specific suggestions where possible:

More explanation on how this objective will be achieved is required, as this is crucial to monitoring change.

All objectives should include more tangible action plans with details on the specific, pro-active measures, and further details on how they will be monitored.

(NB. Compiled feedback from five EDI/policy committee members).

What opportunities can you see for you or your organisation to work with UKRI in achieving this proposed objective?

Please provide specific suggestions where possible:

NA