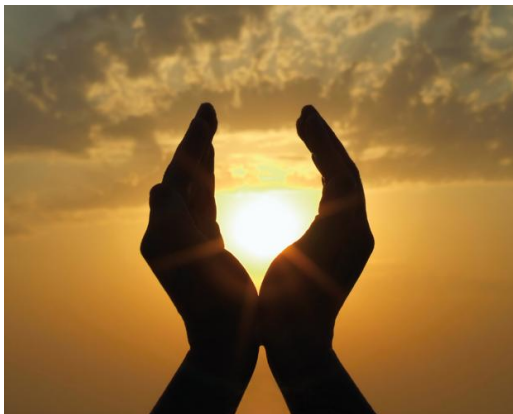


Equality and Diversity – A Funders Perspective

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Business case

- “The UK economy needs more skilled scientists and engineers and this need will not be met unless greater efforts are made to recruit and retain women in STEM careers.”
- “The potential rewards of diversity are significant: recruiting staff from the widest possible pool will unlock talent and make a major contribution to the impact of research and will benefit the economic and social wellbeing of the UK.”

Current Sector Drivers

- The Equality Act 2010
- The Concordat to Support the Career Development of Researchers
- Research Excellence Framework
- NIHR Statement on Athena SWAN Silver Award Requirement
- Tapping Scotland's talent: Women in Science, Technology, Engineering and Maths in Scotland Report
- RCUK Statement on E&D
- House of Commons Science and Technology Committee Report: Women in scientific careers and the government response
- The Women into Technology and Engineering Call to Action

E. Diversity and Equality

Principle 6

Diversity and equality must be promoted in all aspects of the recruitment and career management of researchers.



Equality and Diversity

RCUK expect those in receipt of Research Council funding to:

- promote and lead cultural change in relation to equalities and diversity
- engage staff at all levels with improving the promotion of equality and diversity
- ensure all members of the research workforce are trained and supported to address disincentives and indirect obstacles to recruitment, retention and progression in research careers
- provide evidence of ways in which equality and diversity issues are managed at both an institutional and department level

Equality and Diversity

RCUK recommend that the evidence includes:

- participation in schemes such as Athena SWAN, Project Juno, Investors in People, Stonewall Diversity Champions and other similar initiatives to demonstrate departmental level action
- input prepared for the Research Excellence Framework research environment at unit of assessment level
- appropriate benchmarking data (e.g. heidi equality reports from HESA data)
- evidence of the application of the 'Every Researcher Counts resource' to support this work
- other available and pertinent management information

Equality and Diversity

RCUK will:

- review the overall effectiveness of the approach at a Departmental / Institutional level through its Audit and Assurance Programme
- discuss equality and diversity at Institutional visits
- reserve the right to introduce more formal accreditation requirements for grant funding should significant improvement not be evidenced.

Implementation

Data Analysis and publication

- As funders
- As employers

Toolkit for RC staff

- What questions should we ask to drive change at a department level?

Briefing on Maternity Leave and Pay

- Has this been circulated widely?

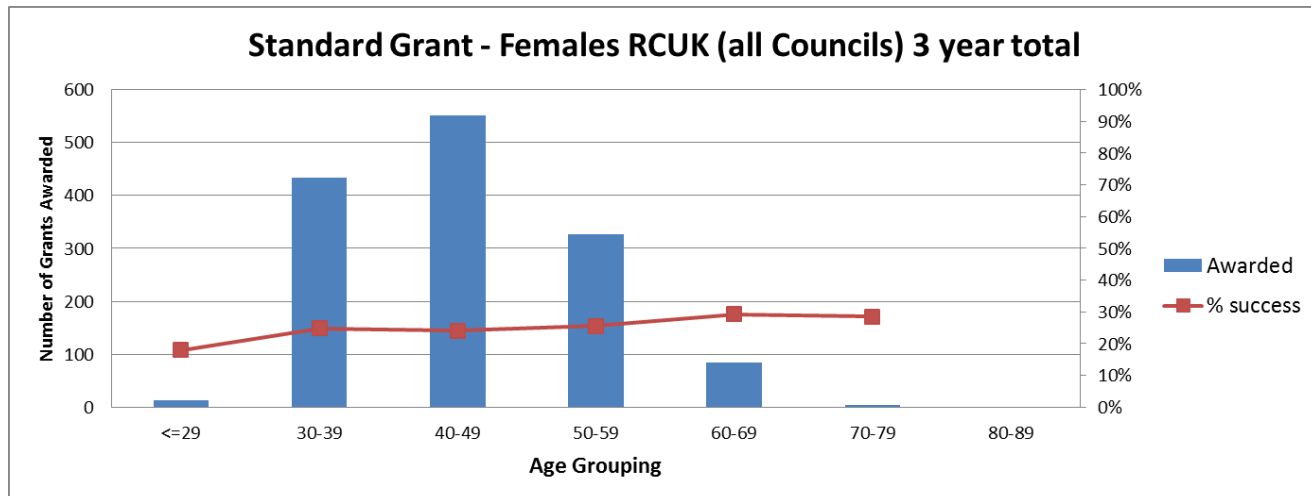
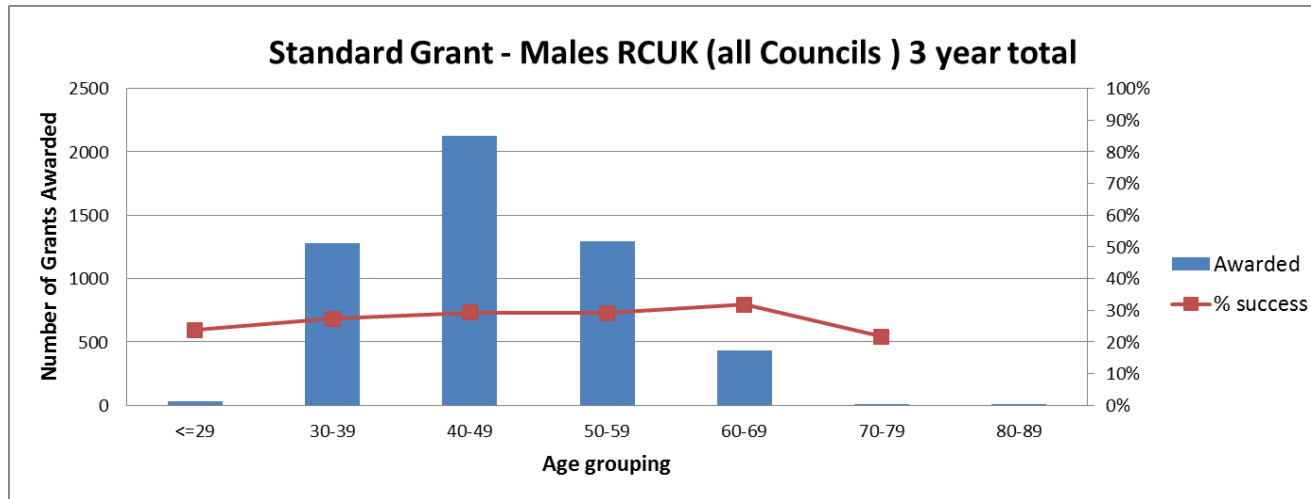
Assurance

Data Analysis and publication

- As funders
 - Board and Committee membership by gender
 - Success rates by gender
 - Success rates by gender and age
- As employers
 - Demographic data on staff to be published

Further discussions about RCUK data
What would be useful for HEIs?

Success Rates by Gender and Age



Women in Scientific Careers Report in relation to RCUK

- Gender dimensions of research consideration by funding applicants
 - We will clarify communications in this area
- Equality and Diversity Training for peer reviewers
 - Introducing in certain areas unconscious bias training
- Successful role models combining a STEM career with family life
 - Work is ongoing to highlight useful case studies on the use of flexible funding
- Maternity Pay and Leave Provision Clarification
 - Recently published a Briefing
- Careers Advice
 - RCUK Careers in Research

Careers in Research

- RCUK Careers in Research hosts an online suite of stories providing an insight about life as a researcher and the different career paths which researchers' take. The stories feature researchers from all seven Research Councils and cover a broad range of disciplines.
- The individual stories are balanced in terms of female and male researchers and also include researchers from ethnic minorities and with disabilities

<http://www.rcuk.ac.uk/skills/percase/>

RCUK Assurance Programme

- Currently being reviewed
- Likely to broaden out from mainly financial assurance; and to broaden out from sampling
- Probably will look at:
 - Grants and Fellowships
 - Studentships
 - TRAC
 - Non-Financial eg E&D, Researcher Development, Public Engagement, Research Integrity

Assurance E&D Questions

- What does your research organisation do to promote and lead cultural change at an institutional level in relation to equalities and diversity?

Evidence could include reference to strategies, annual equality reports, using appropriate benchmarking data, etc.

- What does your research organisation do to manage and promote cultural change at a department level in relation to equalities and diversity?

Evidence could include participation in schemes such as Athena SWAN, Project Juno, Investors in People, Stonewall Diversity Champions and other similar initiatives; input prepared for the Research Excellence Framework research environment at unit of assessment level, analysis of surveys at a departmental level: either local staff surveys or national surveys eg CROS and PIRLS.

Assurance E&D Questions

- How does your research organisation engage staff and research students at all levels with improving the promotion of equality and diversity?
Evidence could include use of diversity champions, societies or other networks, mentoring schemes etc.
- How does your research organisation ensure all members of the research workforce are trained and supported to address disincentives and indirect obstacles to recruitment, retention and progression in research careers?
Evidence could include equality and diversity training, unconscious bias training, the application of the 'Every Researcher Counts resource' to support this work.

The Women into Technology and Engineering Call to Action

- RCUK commits to bringing researchers, schools and young people, including girls, together to inspire them to consider careers in engineering and technology
- RCUK commits to promoting the benefits of, and supporting recruitment and retention, of a diverse workforce
- RCUK commits to enhancing communications around career options in science, engineering and technology