Review of Equality, diversity and inclusion: challenges and interventions in the UK context

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What works?

Where is work taking place?

Who are the targets?

What does it hope to achieve?

What works?
Research questions

+ Which organisations have previously reviewed and explored the key challenges for EDI in the UK research and innovation landscape?

+ Which organisations are leading in terms of EDI in UK research and innovation?

+ Of the UK interventions that have been implemented by organisations comparable to UKRI, which have proven effective, or less effective, and why?

+ How is the effectiveness of EDI interventions measured? Are there methods particularly useful for the UK research and innovation landscape?

+ How can EDI data capture and disclosure rates in the UK research and innovation landscape be improved?
Part 1: Overview of proposed approach
Research team

+ **Lead Researcher**
  + Dr Kevin Guyan, Advance HE

+ **External EDI Consultant and Researcher**
  + Freya Douglas Oloyede

+ **Internal EDI Experts**
  + Dr Amanda Aldercotte, Gary Loke and Dr Pauline Hanesworth

+ **External EDI Research Expert**
  + Ashlee Christoffersen
**Overview of research stages**

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Stage 1 – Project initiation

+ Build relationships with key collaborators, stakeholders and critical friends.
+ Establish milestones and project management plan with International review team.
+ Identify UKRI’s key comparators.
+ Form Advisory Group and present draft evaluation framework, search terms and eligibility criteria.
Stage 2 – Data collection

Data collection will take place in three phases:

1. Publication search (academic and grey).
2. Targeted consultation with relevant organisations.
3. Mining of successful Silver and Gold Athena SWAN applications.
EDI interventions undertaken?

What were the main challenges?

How was effectiveness measured?

Which elements were useful of innovative?
Eligibility:

✓ Intervention is UK-based.
✓ Intervention covers at least one protected characteristic from the Equality Act.
✓ Is a review of EDI interventions, the challenges surrounding EDI or an empirical evaluation of an EDI intervention.
✓ Is available in English.
✓ Published since 2010.
Database search + Targeted call-out + Athena SWAN
Stage 3 – Framework development

+ Predominantly developed by desk-based analysis and research, using Advance HE’s internal resources.
+ Developed further with Advisory Group, consultation with the International review team and application to a subsample of data.
+ Will categorise and extract pertinent data from all three sources of publications.
Framework

+ Which protected characteristic is being addressed?
+ Does it apply an intersectional lens?
+ Whether the scope of the intervention is narrow (ie limited to a specific context, discipline- or sector-specific or broad (ie addressing EDI across the research and innovation base).
+ How the intervention presented has been measured?
+ How the participants’ personal data were collected and whether any strategies to improve disclosure were applied?
+ What the limitations or barriers to evaluating the intervention were, and how these could be addressed in future research?
Stage 4 – Application of framework

+ Application of the evaluation framework to all eligible publications, consultation data and Athena SWAN applications.

+ Atlas.ti will be used to map current state of EDI challenges and interventions, looking at:
  + Individual protected characteristics.
  + Different types of organisations.
  + Data collection and evaluation strategies.
Are LGBT interventions more frequently related to wellbeing or recruitment?

Do any interventions related to religion and belief also present evidence of positive outcomes?
Stage 5 – Synthesis and outputs

Produce a series of outputs, including:

+ A presentation, interim report due 4 March 2019.
+ Infographics suite summarising key findings.
+ A final report answering the five research questions and including additional evaluation materials (i.e., surveys, coding frameworks, etc.).
+ Additional outputs: conference presentations, database of existing literature, webinars/briefings.
0.6% of UK professors were Black.

White: 91.6%
Asian: 3.3%
Chinese: 2.0%
Other: 1.3%
Mixed: 1.1%
Black: 0.6%

5: UK professors by ethnic group, 2016-17

Advance HE (2018) Equality in higher education statistical reports - weighted by full person equivalent #AdvanceHEstats
BISEXUAL STUDENTS BY GENDER

71.3% Female
28.7% Male

21: Students who disclosed as bisexual by gender (excludes 43.1% of all students for whom information was refused or unknown), 2016-17

Advance HE (2018) Equality in higher education statistical reports - weighted by full person equivalent #AdvanceHEstats
Part 2: Risks and challenges
Reliability and validity

Reliability

Validity
Risks and challenges

Lack of published research on EDI interventions, and in particular a lack of research on protected characteristics beyond gender and ethnicity.
Risks and challenges

+ Search for grey literature based on current knowledge, background, biases and snowballing.
+ Duplication of International team’s work.
+ Athena SWAN addresses gender only.
Working with others

+ Establish relationship, timeline and key milestones with UKRI and International review team at the ‘challenge workshop’.
+ Bi-weekly team meetings with the International review team followed by monthly meetings with UKRI.
+ Key task is collaboration in the development of the evaluation framework.