

Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	Becoming a programme director for Enabling a Responsible AI Ecosystem
2. Summary of aims and objectives of the policy/funding activity/event	AHRC is looking for a Programme Director to lead <i>Enabling a Responsible AI Ecosystem</i> . This person and their team will work closely with the Ada Lovelace Institute as the collaborating partner, as well as with the AHRC and other stakeholders, to drive, oversee, and coordinate the delivery of this new collaborative programme. £3.5m is available for the programme's core activities, including a funding ringfence allocated to the Ada Lovelace Institute. Additional budget has been reserved for further calls, which the programme director and team will help to shape and which will be delivered by the AHRC.
3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)	<p>The programme director call has been socialised through external focused groups, AHRC EDI working group, UKRI web team, UKRI comms along with the below to ensure we are in line with industries best practice: Giving evidence to the Committee for Standards in Public Life (CSPL) inquiry into AI and public standards</p> <ul style="list-style-type: none"> • Membership of the Royal Statistical Society's Data Ethics Special Interest Group • Membership of the Office for AI/Turing 'Regulators AI Capacity' project • Engagement with DCMS teams, including Online Harms and Tech Standards • Reporting to Ada Lovelace Institute Board on future direction of their investments in AI ethics and regulation • Participation in AI Council's consultation roundtables in relation to the development of a national AI Strategy (Governance of AI; AI Research & Innovation; Public Trust in AI) • Participation in Office for AI's AI Strategy Deep Dive on AI Research & Innovation • Sustained engagement with initiatives led by other Councils (e.g. Protecting Citizens Online, Trustworthy Autonomous Systems) <p>These activities have informed the development, design and delivery of this funding project.</p> <p>Through consultation with industry, policy makers, regulators and researchers during the 4 focus groups that took place on different days and times through January and February 2022. The call specification was developed to include the following changes as a result of the consultation across a very diverse</p>

	<p>range of attendees: include job share, moving away from a centre model to ensure a more diverse and inclusive decision making, an interdisciplinary approach</p> <p>A SWOT analysis was commissioned to evaluate AHRC past AI calls, findings from the analysis have been taken across to this call by including: a pre-announcement to allow for preplanning, not running the call across the whole of the summer break (where time permits), opening the call for an extended period, running drop in surgeries to offer a chance for questions to be answered following up with a FAQ document to allow all applicants the same information (surgeries were ran on different days and times, PowerPoint presentation was published alongside the call)</p> <p>A full justification was presented to AHRC ECDG in March 2022 which include a summary outcome from the focus groups for senior leadership to review. The justification was signed off by AHRC senior leadership team March 2022</p>
<p>4. Who is affected by the policy/funding activity/event?</p>	<p>Researchers, Policy, Regulation Researchers working in the AI/Data Driven Technologies space AI/Data businesses and organisations Potentially users and beneficiaries of AI and Data Driven technologies</p>
<p>5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?</p>	<p>AHRC has developed a clear timeline for the programme deliverables which include monitoring and evaluation stages built in. AHRC will be keeping a close eye on the development of UKRI's Equality diversity and inclusion strategy: draft for consultation – UKRI and will follow any monitoring and evaluation processes.</p>

As a funder of research, AHRC remains committed to attracting the best potential researchers from a diverse population into research careers. AHRC has developed the ambitious [Equality, diversity and inclusion policy – UKRI](#) to outline our collective aspirations for working with the research community, and partners throughout the sector. For policy changes, funding activities and events AHRC will aim to:

- Select venues or presentation methods that are accessible and where possible accommodate any specific requirement in our planning and organisation of an initiative to support wider participation. This includes for applicants, reviewers, panel members and staff. Included in the interview invitation letter is a request for any access issues to be notified.
- All participants in the process are asked to inform staff if they have any additional needs to enable attendance or participation.
- Offer support for people with caring responsibilities, further details are available [here](#).
- Clearly communicate the timeline and key milestones for funding activities, advertise these widely to reach the largest possible audience.

- Support and encourage panel members to follow best practice in taking positive steps to safeguard funding decisions. Staff will work closely with the Panel Chair(s) to agree approaches that are designed to minimize opportunities for bias and improve transparency of the decision making process. This includes managing environmental conditions, such as providing appropriate breaks.
- Support flexible working of stakeholders.
- Ensure diversity of peer review assessment and interview panels. Staff will adhere to a mixed panel policy and endeavor to achieve the minimum 30% for the underrepresented gender on the panel.
- Abide by the principles of peer review
- Provide AHRC staff with tailored unconscious bias training for Peer Review processes and clear guidance for assessors.
- Handle personal sensitive information in compliance with General Data Protection Regulation 2018.

Protected Characteristic Group	Is there a potential for positive or negative impact?	Please explain and give examples of any evidence/data used	Action to address negative impact (e.g. adjustment to the policy)
Disability	Potentially negative	Issues relating to the accessibility of guidance documents apply as with other UKRI events. Interview's will be running virtually	<p>The funding call will make use of a pre-call announcement ahead of launch to give applicants more time to prepare their submission.</p> <p>All documentation and guidance will be produced in line with guidance for accessibility. All interviewees will be asked if any reasonable adjustment is required for the interview and requests will be processed with support from UKRI EDI team where required.</p>
Gender reassignment	Neutral		<p>Panel members will be expected to have undertaken unconscious bias training.</p> <p>All documentation and guidance will be produced in line with guidance for ED&I positive language, and care will be taken to avoid gendered language.</p>

Marriage or civil partnership	Neutral		
Pregnancy and maternity	Neutral Potentially Positive	Flexible working, job shares and reduced FTE is on offer with this role and confirmed in the call documentation. Please refer to the grant terms and conditions for maternity, paternity, adoption and parental leave: UKRI-050422-FullEconomicCostingGrantTermsConditions-Apr2022.pdf	The call has made use of a pre-call announcement ahead of launch to give applicants more time to prepare their submission. All documentation and guidance will be produced in line with guidance for accessibility.
Race	Potentially negative	Issues relating to low representation of a range of ethnicities on the PRC may impact the number of ethnicities represented on the panel	Panel composition will be carefully considered to ensure a balance of genders, career stages and geographic areas to help ensure more diversity of views, reaching to industry, regulation and policy moving away from the PRC where needed. If there is a need to move away from the PRC full training and clear panel guidance will be provided
Religion or belief	Neutral		Panel members will be expected to have undertaken unconscious bias training, and AHRC staff can ensure panels avoid unconscious bias in decision making. Interviews will avoid days/periods of religious observance All documentation and guidance will be produced in line with guidance for ED&I positive language.
Sexual orientation	Neutral		Panel members will be expected to have undertaken unconscious bias training, and AHRC staff can ensure panels avoid unconscious bias in decision making

			All documentation and guidance will be produced in line with guidance for ED&I positive language.
Sex (gender)	Potentially negative	There is historically a low intake of women onto postgraduate programmes in AI and computing compared to other fields funded by UKRI. This can result in difficulty assigning women to peer review college and subsequently to panels.	Panel members will be expected to have undertaken unconscious bias training. Panel composition will be carefully considered to ensure a balance of genders, career stages and geographic areas to help ensure more diversity of views All documentation and guidance will be produced in line with guidance for ED&I positive language, and care will be taken to avoid gendered language.
Age	Neutral		

Additional diversity characteristics	Is there a potential for positive or negative impact?	Please explain and give examples of any evidence/data used	Action to address negative impact (e.g. adjustment to the policy)
Regional location	Potentially positive	The programme seeks to widen the research base beyond a few established centres, resulting in more regional representation within the discourse.	The role will have no fixed location and will be open to remote and hybrid working to facilitate candidates based outside established centres.
Socio-economic status	Potentially negative	Language used may only be accessible to experts in the field due to the specifics of the role.	Call documents reviewed by the web team to ensure inclusive language to widen the range of applications
Education level	Potentially negative	The role requires a certain level of expertise	The role is offered as a job share so skills sets can be divided and offer more

			opportunity for others to apply
Parent/guardian responsibilities	Positive and potentially negative	Offering flexibility to allow for caring responsibilities Scottish holidays start when application is live.	Offering minimum 0.6 FTE with flexible working conditions. The role is offered as a job share so skills sets can be divided and offer more opportunity for others to apply. Ada Lovelace Institute will review any Expression of Interests (EOI's) and set up interviews as soon as they come in. The application will be open on Je-S from 16 th May 2022 and a Pre-Announcement will go live in April to allow time to prepare.
Carer/parent carer responsibilities	Positive	Offering flexibility to allow for caring responsibilities	Offering minimum 0.6 FTE with flexible working conditions. The role is offered as a job share so skills sets can be divided and offer more opportunity for others to apply

Evaluation:

Question	Explanation / justification	
Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?	We believe the activity as planned will not discriminate or unfairly disadvantage applicants and potential applicants. By incorporating a pre-call announcement, extending the time the call will be open by two weeks and offering a two-stage panel process by adding in an interview stage.	
Final Decision:	Tick the relevant box	Include any explanation / justification required
1. No barriers identified, therefore activity will proceed .	<input checked="" type="checkbox"/>	
2. You can decide to stop the policy or practice at some point because		

the data shows bias towards one or more groups		
3. You can adapt or change the policy in a way which you think will eliminate the bias		
4. Barriers and impact identified, however having considered all available options carefully, there appear to be no other proportionate ways to achieve the aim of the policy or practice (e.g. in extreme cases or where positive action is taken). Therefore you are going to proceed with caution with this policy or practice knowing that it may favour some people less than others, providing justification for this decision.		

Will this EIA be published* Yes/Not required (*EIA's should be published alongside relevant funding activities e.g. calls and events:	
Date completed:	16th May 2022
Review date (if applicable):	

Change log

Name	Date	Version	Change
	When published	1	

Annex 1: Examples of completed EIA templates

Council	Activity
EPSRC	Inclusion Matters Call
EPSRC	New Investigator Awards
EPSRC	Policy change: Limit to the number of applications at a standard panel
BBSRC	BBSRC Future Leader Fellowships (FLF) Scheme
BBSRC	BBSRC/STFC/Innovate UK Biofilms programme