Diversity & Inclusion within NERC and UKRI

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Equality, Diversity and Inclusion: UKRI

Policy paper

Research and development (R&D) people and culture strategy

This strategy sets out government's ambition to build the research and innovation workforce the UK needs, working in a positive and inclusive culture.

July 2021

Strategy

Equality diversity and inclusion strategy: draft for consultation

UK Research and Innovation's (UKRI) draft strategy for equality, diversity and inclusion (EDI).

July 2022

Diversity, Equity, and Inclusion

Advancing equity, diversity and inclusivity in the environmental sciences

Collaborative Inclusivity Roundtable Series: Summary report (August 2021)

Strategy

NERC diversity and inclusion living action plan 2022–2025

- openness and accountability
- ensuring equity in, and improving diversity through, funding and grants
- active leadership and community engagement
- improving our own diversity.

Diversity data

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EDI funding data 2021 | Tableau Public
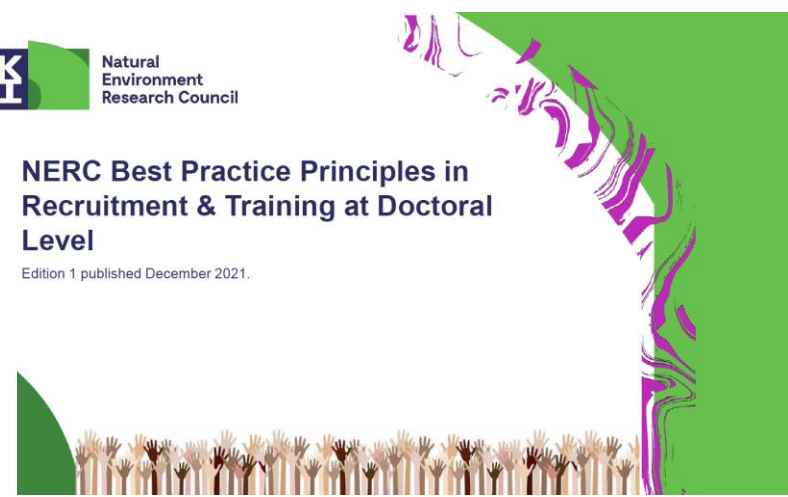
Diversity, Equity, and Inclusion

NERC Best Practice Principles in Recruitment & Training at Doctoral Level

Edition 1 published December 2021.

Expectations of Training Grant Holders

- NERC is sharing this set of best practice principles across 4 key stages of the doctoral recruitment and training process. These principles set out **the <u>minimum</u> considerations for training grant holders in implementation, monitoring and reporting.**

- **NERC expects CDTs and DTPs to start, or continue implementing, the most appropriate best practice principles for their model from the recruitment of students starting in October 2022 (e.g. DTP2 Cohort 4).** CDTs and DTPs should monitor, and will be expected to report on, any evidence of improved/changed practices and build in considerations of changes into future recruitment and training cycles. Those no longer recruiting should focus on changes related to the stages 'Nurturing Talent' and 'Monitoring & Reporting'.

- Further information and examples of **how** these principles can be met (including actions training grant holders should consider) are included in the following slides. It is the responsibility of the individual CDT/DTP to employ the most appropriate actions for their model, ensuring they are sound in law.

- The CDT/DTP should consider the planned timescales over which each principle is considered, whether that is within the current recruitment round, by the next recruitment round or through future NERC doctoral investments

- As stated in the September 2020 letter from Rory Duncan outlining DEI obligations for CDTs and DTPs, positive action and ring-fenced funding for recruitment initiatives is allowable where there is evidence of under-representation or disadvantage. It is the responsibility of the training grant holder (the director or other lead) to ensure that such initiatives are compliant and are delivered in line with the relevant equality legislation.

NERC publishes best practice principles in doctoral recruitment – UKRI

NERC best practice principles in doctoral recruitment – UKRI

Diversity, Equity, and Inclusion

Funding initiatives

Making environmental science equal, diverse and inclusive
Digital technologies to open up environmental sciences

NERC is pleased to award £1.7m funding to a diverse range of projects seeking to make environmental science more diverse, equitable and inclusive (DEI).

Event

NERC diversity and inclusion knowledge exchange virtual event

Date:	21 November 2022
Time:	10:00 to 13:15 UK time
Registration deadline:	16 November 2022
Location:	Online
Event type:	Webinar
Audience:	Researchers
Cost:	Free
Organisers:	Natural Environment Research Council (NERC)

Related content
- ⇨ Making environmental science equal, diverse and inclusive
- ⇨ Digital technologies to open up environmental sciences