How we have responded to the consultation on the draft EDI Strategy

In 2022 we ran a consultation on our draft EDI Strategy. We received a broad range of feedback and views that have helped to inform the development of our EDI Strategy (1st Edition). The analysis of the response to the consultation is available here: https://www.ukri.org/publications/equality-diversity-and-inclusion-strategy-consultation-analysis/

There were ten priority actions for UKRI to consider in refining the strategy. Here we set out how we have responded to these suggestions.

1. **Use of plain English:** *Respondents suggested that the language in the EDI strategy is reviewed, to make the text more concise where possible, and to edit the language to use plain English as far as is feasible.*

    The First Edition of the Strategy is more concise. We have aimed to make the language used more accessible and removed repetition.

    We will continue to develop and improve our approach to inclusive communication.

2. **Incorporation of summaries and visuals:** *Respondents suggested a more visual presentation would help to increase accessibility.*

    We have produced a visual to demonstrate how the EDI Strategy and action plans contributes to the delivery of UKRI's five year Strategy "Transforming Tomorrow Together".

    EDI Strategy and action plan visual: https://www.ukri.org/publications/equality-diversity-and-inclusion-strategy-consultation-analysis/

    We have produced the Strategy in a variety of formats to aid accessibility. As part of maturing our approach to inclusive communication, we will continue to review how the EDI Strategy is presented.

3. **Incorporation of a glossary:** *A glossary of commonly used EDI terms was published alongside the draft strategy. Respondents commented that a glossary is useful to accompany the strategy but suggest that some terms not currently included require defining formally.*

    We have aimed to make the language and terminology in the strategy more accessible, without the need for a glossary.

4. **Greater clarity on how ambition, cornerstones, and objectives link together:** *Respondents requested greater clarity on the links between the ambition, the four cornerstones, and the four objectives set out in the draft EDI strategy.*

    We have simplified the structure of the strategy. It now sets out:

    - our ambition for a research and innovation system in which:
        - everyone can participate in, contribute to, and benefit from, our investments in research and innovation

- o people and ideas thrive, are supported, and encouraged
- o different people, ideas, ways of thinking, skills and perspectives are valued
- o everyone feels included, is heard, and respected

- four objectives that provide a unifying framework for the actions we will take to implement the strategy
  - o Foster a world-class research and innovation system, 'by everyone, for everyone'
  - o Include and support a diversity of people and ideas through our funding and partnerships
  - o Create a more inclusive and fair organisational culture, where everyone can contribute and participate, and feels valued and respected
  - o Advance and grow knowledge and capability to support a thriving research and innovation system by being a creative, evidence-based and evidence-informed organisation

5. **Greater clarity on actions and outcomes:** *Respondents requested more detail on specific actions UKRI intends to take, and to detail what success might look like for the strategy*

The strategy sets out our ambition for a more inclusive research and innovation system. It has four objectives that provide a framework for the actions we will take.

The detail of how we will deliver the strategy is provided in the suite of action plans. This is important because our data demonstrate that different actions are necessary in different parts of the research and innovation system.

6. **Incorporation of SMART objectives as part of specific action plans:** *linked to the previous point, respondents suggest the strategy is revised to include goals that are Specific, Measurable, Achievable, Relevant, and Time-Bound (SMART).*

Our suite of action plans enables us to develop and deliver a variety of interventions, that are appropriate and relevant to different disciplines and sectors while also identifying opportunities for shared working and learning.

The plans are informed by data, insight and engagement with our communities. While some of our actions are SMART, the action plans are designed to be living documents that will continue to evolve as we learn from ourselves and others. We will continue to share our experiences, successes, and challenges as we develop and evolve our plans.

7. **Greater clarity on the role of partners in the roll-out of actions related to the EDI strategy:** *The value placed on collaboration within the draft EDI strategy is praised by respondents. However, respondents requested greater clarity of the role that partners are expected to play as part of the UKRI's EDI strategy. This will ensure stakeholders have clear expectations of what is anticipated through engagement with UKRI on this topic.*

There is a role for every part of the system in making the UK a world-class leader in research and innovation and creating a system where people and ideas flourish. Many people and organisations are working to achieve this goal.

Our action plans set out some of the ways we are working in partnership. We will continue to engage with the sector on opportunities to partner and collaborate to work at scale, to increase efficiency and effectiveness.

8. **Specifying how UKRI will hold itself to account as it delivers against the strategy:** *Suggestions included a commitment to annual monitoring and reporting on EDI practices.*

    We will monitor our progress against the strategy as part of our everyday business, supported by our organisational performance management framework.

    Each of our action plans has an owner, who is accountable for monitoring and assessing progress. Monitoring of these action plans will enable us to manage and evaluate the performance and impact of our strategy and inform our future activities and plans.

    The EDI strategy is part of UKRI's People, Culture and Talent portfolio. Progress on the strategy will be reported through this portfolio to the UKRI Executive Committee.

9. **Consideration of naming specific under-represented groups:** *UKRI notes that its draft EDI strategy was drafted specifically to be broad and encompassing of all groups. However, there is a call from a minority of respondents for the strategy to include mention of specific groups and protected characteristics.*

    Our ambition is for an inclusive research and innovation system – a system 'by everyone, for everyone'. The strategy is designed to be inclusive and does not specify particular groups or protected characteristics.

    Our action plans are informed by data and evidence and therefore include targeted actions, designed to respond to the data and evidence.

10. **Outlining proposed approach to data collection:** *Respondents suggested that UKRI clearly sets out expectations for how it will review and select which data fields to collect, and to consider whether these include specific protected characteristics (and which ones), or a broader dataset.*

    We are committed to building our EDI data collection and analytical capabilities and using our data to support inclusive decision making

    We are developing a UKRI question set and accompanying guidance for EDI data collection. This question set and guidance is aligned with legal requirements, data frameworks, benchmarking and EDI, sector and government good practice across the UK.