

BBSRC Equality, Diversity and Inclusion Expert Advisory Group (EDI EAG)
Terms of Reference
October 2025

Purpose

The purpose of the Equality, Diversity and Inclusion Expert Advisory Group (EDI EAG) is to provide expert external advice and guidance to BBSRC on its approach to improving EDI in the bioscience research and innovation community.

Objectives

The EDI EAG will:

1. Provide external oversight of BBSRC's EDI Action Plan in the context of the UKRI EDI Strategy and BBSRC Strategic Delivery Plan, including:

- Acting as a 'critical friend' in challenging BBSRC's work
- Acting as advocates for EDI in the biosciences and for BBSRC work in this area
- Ensuring that BBSRC activities align with UKRI and BBSRC priorities in this area and support a balanced portfolio of activities which have greatest impact for the BBSRC community.

2. Identify and prioritise the key EDI issues in the biosciences and provide advice on what BBSRC could do to help address these challenges in the short and longer terms.

3. Provide oversight on BBSRC's EDI evidence base to identify areas for intervention or further investigation, to include for example:

- Advising on ongoing or future evidence requirements
- Advising on the role of existing BBSRC investment mechanisms in improving EDI and/or gathering evidence; for example, fellowships, studentships, New Investigators, strategic LoLas, Institute Strategic Programmes, and others.

Meetings

The EDI EAG will usually meet in full twice a year, either in person or in hybrid format. They may also meet for additional focused workshops, for example to discuss specific priorities for the EDI action plan.

Membership

The BBSRC EDI Advisory Group consists of 13 members plus BBSRC office staff.

Across the membership of the EDI Advisory Group, the following knowledge, expertise and skills is represented:

1. Demonstrable understanding and interest in EDI and/or research culture issues, including one or more of the following:
 - Knowledge of EDI challenges across the research and innovation community and how this relates to BBSRC's role in improving EDI in the biosciences
 - Knowledge of EDI challenges within a particular region; sector (for example, academia, industry or other research institute); or research area (for example, one of BBSRC's strategic research priority areas)

- Knowledge of EDI challenges for a particular career stage (for example, postgraduate students, early career researchers or research leaders)
- 2. In-depth knowledge of UKRI-BBSRC systems, processes and/or strategic development (for example, through participation in a BBSRC panel or committee)

The Group will continue report to BBSRC People and Talent Strategy Advisory Panel, and the future role of the group will be reviewed yearly. There is also cross membership with BBSRCs [Appointments Panel](#) as of 2025.

Current Members

- Candy Rowe – Newcastle University (EDI EAG Chair)
- Anastasia Callaghan – University of Portsmouth
- Andrew Lin – University of Sheffield
- Cailean Carter – Quadram Institute
- Jade Hall – Royal Society of Biology
- Jenny Pople - Unilever
- Karen Halliday – University of Edinburgh
- Lesley Iwanejko – University of Liverpool
- Narender Ramnani – Royal Holloway University of London
- Paul Gemmill – Research on Research Institute
- QueeLim Ch'ng – King's College London
- Stephen Montgomery – University of Bristol
- Ying Chen – University of Southampton