UKRI is consistently exhibiting the	Disagree
behaviours set out in this cornerstone	

UKRI does not itself have the expertise to undertake the analysis of research culture that is

4.3. Thinking about UKRI today, how well is UKRI exhibiting the behaviours set out in cornerstone 4?

Cornerstone 4: We expect every individual in UKRI to be inclusive in all that they do, and we will hold ourselves to account for our actions as individuals, as leaders, partners and as an organisation.

UKRI is consistently exhibiting the	Disagree
behaviours set out in this cornerstone	

The staff of UKRI are certainly committed to serving their research communities. However, it feels like they are disempowered from making any changes to funding policies or programmes that might enable them to be more effective in achieving inclusive outcomes. There needs to be more flexibility and autonomy for teams and divisions to permit them to work together with their research community to identify how they can collaborate to achieve the ambitions of both UKRI and the communities they serve. This is particularly important because whatever intentions UKRI might have regarding what sort of researchers and research should be funded, the decisions are ultimately in the hands of the peer reviewers and panels, who are from the research community. So UKRI cannot achieve its aims without the chance to talk through with constituents how these can in practice be achieved.

- 5. Strategic objectives
 - 5.1. Are the proposed EDI strategic objectives clear?

No

The strategic objectives are broad. As mentioned above, it would be better to separate this part of the document and link it both to evidence from UKRI data of the current status of UKRI programmes against these objectives, and specific actions with SMART objectives. It would be useful for UKRI to treat this as an exercise akin to Athena Swan and Race Equality Charters, or to the Science Council and Royal Academy of Engineering Diversity and Inclusion Progression Framework. In particular, it is not sufficient to provide data in a general sense. It needs to be provided in a way that illuminates the strengths and weaknesses of the current system and gives specific targets for improvement.

5.2. What do you like most about objective 1?

In the first strategic objective UKRI demonstrates its commitment to the use of evidence for policy-making, reviewing how pe

how to collect data on other protected characteristics, such as LGBTQ+ status and disability, and on how to support researchers in these groups.

5.4. What opportunities can you see for you or your organisation to work with UKRI in achieving this proposed objective?

The IMA, LMS and RSS have considerable expertise in the design and analysis of quantitative data amongst their membership, including data relevant to social issues such as inequality. Additionally, there are an active group of diversity and inclusion experts and strategists engaged in understanding the barriers to inclusion and effective mechanisms for overcoming them for decades. The societies would be very pleased to have the opportunity to work on this critical project, in particular, working dosely with EPSC on developing strategies in the areas of its remit.

Objective 2: advancing equality and inclusion through our investments and how we work

5.5. What do you like most about objective 2?

The second objective is firm in its desire to achieve greater understanding about root causes, and evaluating effectiveness of interventions. In addition, it is strong in its willingness to change the decision making processes.

5.6. How do you think objective 2 could be improved? Are there any significant gaps?

UKRI should permit external evaluation and research into policies, procedures and outcomes to ensure that a wide net is cast in seeking creating and effective solutions. Again, UKRI should demonstrate a clear willingness to be honest about what has not worked as well as what has. Often organisations seeking evaluation of initiatives are reluctant to admit when things did not work and examine why

As mentioned above, UKRI should employ a framework such as the Science Council and