



**UK Research  
and Innovation**

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**Sent by email**

17 May 2022

**Re: Response to The EMS, IMA, LMS, RSS letter on the draft UKRI Equality, Diversity and Inclusion Strategy**

Dear Dr Hunsicker, Dr Lawrence, Professor Lombardo and Professor Norman,

Thank you for your letter dated 27 April. I appreciate the input from the Edinburgh Mathematical Society, the Institute of Mathematics and its Applications, the London Mathematical Society and the Royal Statistical Society to the consultation on UKRI's draft Equality, Diversity and Inclusion Strategy and the further recommendations made in your letter.

The input to the consultation and our ongoing engagement across the research and innovation sector is essential to help the co-creation of a more inclusive and diverse research and innovation system. Our draft EDI Strategy does not attempt to set out in detail all the actions UKRI will take to bring about change. The strategic objectives provide a framework to anchor and enable the development of our EDI action plans.

We will carefully consider the points and recommendations that you have made alongside all the submissions to the consultation. We are committed to using the response to the consultation to develop and refine the EDI Strategy and inform the development of our action plans. These action plans will be living documents that will detail our activities to achieve our objectives.

The analysis of the responses to the consultation will conclude in early Summer. While I appreciate the recommendations that you have made, it would not be appropriate to respond to these in detail ahead of the analysis of the open consultation. There are many ideas across the sector about how to drive change. We are committed to continuing to work with the sector, harnessing the collective appetite for change and the expertise of our communities.

We will use the consultation responses as a tool to support this further engagement, which will help us to explore how together we can experiment and innovate to foster an inclusive and research and innovation system. Indeed, this experimentation is underway. We have piloted



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anonymised review, as you have proposed, through the Engineering and Physical Sciences Research Council New Horizons programme.

We also continue to expand our data collection and analytical capabilities and welcome your proposal about how we share our data. The draft strategy sets out our intention to work with national and international partners to develop and share approaches to measuring, monitoring and evaluating the impact of our actions and interventions and we would welcome the expertise that you and the sector offer. We will share more information as we progress with the refinement of the EDI Strategy.

Thank you again for your contributions and commitment to supporting change.

Yours Sincerely,

A handwritten signature in black ink, appearing to read 'Ottoline Leyser', written in a cursive style.

**Professor Dame Ottoline Leyser**

**Chief Executive, UK Research and Innovation**