

Data collection and monitoring

↻ Poll

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Does your institution currently collect and monitor EDI data for internal selection processes?

☐ Yes

☐ No

☐ No but we would like to

↻ o How should EDI data related to internal selection processes be collected and stored, and by whom?

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- Anonymous 5/20/24 11:27AM

HR ideally, but they don't always have the data.
- Anonymous 5/20/24 11:29AM

Safest if this is kept to HR
- Anonymous 5/20/24 11:31AM

Ideally central HR, if the data is sufficient quality and granularity
- Anonymous 5/20/24 11:32AM

If not central HR, then Research Office
- Anonymous 5/20/24 11:32AM

Most likely to be the research office as HR not involved in selection processes at our University
- Anonymous 5/20/24 11:33AM

Stored anonymously if possible, or by HR
- Anonymous 5/20/24 11:34AM

Ideally HR - who will supply anonymised data
- Anonymous 5/20/24 11:34AM

HR data can be used as the benchmark data for a population
- Anonymous 5/20/24 12:05PM

A different team in our office is doing a research project on EDI in internal selection (and at funder level) which will tease out this very question and hopefully lead us to an agreed and consistent approach to use

↻ o What are the challenges for internal data collection (small sample sizes, for example) and how can these be overcome?

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- Anonymous 5/20/24 11:30AM

Sample sizes will be greatest for gender, so start there
- Anonymous 5/20/24 11:31AM

Also age
- Anonymous 5/20/24 11:32AM

Aggregating seems to be the best way forward for quantitative data, although might require some sector agreement on how best to aggregate?

Anonymous 5/20/24 11:32AM

Overcome small sample size by using cumulative data across schemes and rounds

laurabreen2 5/20/24 11:33AM

Small sample sizes, staff capacity, restrictions on access to data

Anonymous 5/20/24 11:33AM

Handling of sensitive data, getting consent and ensuring it is clear WHY we do this and how it will be used

Anonymous 5/20/24 11:33AM

Getting capacity with central HR to analyse and report data for the staff we are interested in

Anonymous 5/20/24 11:34AM

Staff capacity is a real challenge

Anonymous 5/20/24 11:34AM

Data security and confidence with collecting/analysing/reporting if the data is gathered in the Research Office

Anonymous 5/20/24 11:34AM

Including qualitative data as part of "data" is key - not just numbers, but experiences (of the whole process too)

o **Do lived experience and wider contextual factors also need to be considered whilst interpreting the data?**

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Anonymous 5/20/24 11:30AM

Caring responsibilities

Anonymous 5/20/24 11:31AM

Care experience (foster, kinship etc)

Anonymous 5/20/24 11:32AM

Socioeconomic status but hard to map historical vs current

Anonymous 5/20/24 11:32AM

Asylum seeking or refugee status

laurabreen2 5/20/24 11:34AM

Parental leave

Anonymous 5/20/24 11:34AM

Health considerations that do not fit within "disability"

o **Do colleagues have any experiences of or reflections on the UKRI Future Leaders Fellow scheme and related demand management requirements?**

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Anonymous 5/20/24 11:24AM

Sample size is too small to report.

laurabreen2 5/20/24 11:32AM

Agreed. Also handling external applicants. I.e. we ran a Qualtrics at EoI stage but then didn't want to re-survey external applicants (v small numbers) at the two further sift stages

Anonymous 5/20/24 11:34AM

We are trying to get data (including from external applicants) and aren't too sure whether to do it at application to sifting stage or later or.

laurabreen2 5/20/24 11:35AM

Lack of up to date data (aside from REF) to benchmark against pool of ECRs. And also the fact different orgs have different definitions of ECRs.

Anonymous 5/20/24 11:36AM

We don't even collect ED&I data on external EoIs for fellowship schemes etc because they are not 'job applications' as such and don't go through HR

Anonymous 5/20/24 11:38AM

For FLFs the central University ran repeated surveys to collect the data that UKRI required at each stage

Anonymous 5/20/24 12:01PM

I joined a different break out, but would have liked to be part of this one as well! Might it be possible to link people up for a discussion specifically about the FLF diversity monitoring? We are not reporting on external applicants (as they are not employed by us and therefore HR have no data) and also opting not to provide data for the first row in each table (all of the applicants that expressed any interest at all) since it isn't practical for us to know this accurately at a large institution. So we are only reporting on those that were included in internal selection, with anonymised data being provided by HR. The applicants have been made aware of the activity

