

Review of UKAN+ EDI data to 8th February 2023

A. Background. UKAN+ has been in existence since 1 April 2021. Since September 2021 we have collected EDI data, through anonymous web-based diversity characteristics monitoring forms, collecting data on:

- New members joining UKAN+ (since September 2021)
- Applicants for UKAN+ funding (PIs only so far, since the 1st call in November 2021)
- Webinar speakers (since December 2021)
- Applicants for Collaborative Workshops (since September 2021)

In each case forms are completed anonymously, and completion of a form is not obligatory. We do not hold data through on the diversity characteristics of the membership as a whole but do have a sense of the diversity characteristics of the wider membership through the anonymous survey we sent out to all UKAN+ members with a closing date of September 2021¹. For the results of that survey (which we will quote from below, referring to it as “the NoN survey”) see the earlier report “[Understanding our network communities survey](#)”. A paper reflecting on the results of that survey was presented at Inter-Noise 2022, with a preprint [available here](#).

EDI Data collected up to 30 March 2022 was reported on at the UKAN Management Board Meeting and the Advisory Board Meeting, both in June 2022. A key issue identified at those meetings was that we had attracted a very low number (only 3.7%) of female PI applicants to our first funding call, leading to efforts to increase the female PI applicant numbers for our 2nd call.

¹ We have also more recent data from the repeat of the survey in 2022. However the 2022 survey had a lower response rate, so that we think the 2021 survey data continue to be more representative and are used below for comparison.

B. Summary. We report below on the EDI data we have as of 8 February 2023 on **PI applicants for funding applications**, on **New Members joining UKAN+** since September 2021 (when EDI monitoring was put in place), and on **Webinar Speakers** for the year starting December 2021.

The main messages relating to the **PI funding applications data** (relating to our first round in November 2021 and our second in September 2022) are:

- We seem to have done a decent job of attracting early career stage applicants in both calls.
- We did not attract applicants identifying with a disability in the first call (the NoN survey suggests the proportion in the UKAN+ membership as a whole is 3%), but 16.7% of applicants in the 2nd call indicated a disability.
- We attracted a large proportion of applicants identifying as Black, Asian or minority ethnic in both calls, particularly in Call 1 (44.4% in Call 1, 33.3% in Call 2).
- We attracted a very low number (only 3.7%) of female applicants in Call 1, but (possibly because of measures put in place) 23.3% female applicants in Call 2. Across both calls in total the % female applicants is below the 20% female membership of UKAN+ indicated by the survey.

The main message relating to **new members** is that, compared to existing membership as judged by the NoN survey, we seem to be making some progress through acquisition of new members, in increasing the female, early career, disabled, and Black, Asian and minority ethnic composition of our members.

The main messages relating to **Webinar speakers** are:

- We seem to be meeting the aims expressed in our Diversity of Speakers policy in that:
 - We seem to be attracting a diversity of speakers in terms of protected characteristics, for example with larger proportions of the speakers indicating a disability, and indicating Black, Asian, or minority ethnic, than our data for UKAN+ as a whole.
 - We seem to be meeting our expectation of at least 30% female speakers with a reported 37.6% female.
 - Judging by the age demographics of the speakers, it is likely that we are meeting our expectation of at least 30% of speakers at an earlier career stage.
 - As caveats to the above we note: a) a fairly high non-response/prefer not to say rate for each question (at least 9.1%); b) that we do not know the response rate for these forms.

C. Applicants for UKAN+ Funding. UKAN+ ran its first funding call in November 2021 for a period of 6 weeks, with 36 funding applications and five awards made. Details of the process and of the successful awards were published in the [UKAN+ January 2022 Newsletter](#). As part of the process the PI/lead applicant was invited to complete an EDI survey as a voluntary addition to their call application. The EDI form and its data was separated from the funding call application, anonymised and was not viewed by any of the funding call decision makers.

As noted in Section A the key issue identified in our June 2022 discussions of EDI data collected to date was that our first funding call PI applicants were only 3.1% female. Actions in response included a prompt in the 2nd call for funding to encourage female applicants² plus showcasing, as a role model, Alice Etheridge’s successful first round application in the September 2022 Newsletter alongside the call for new proposals.

We ran our 2nd Funding Call in September-October 2022, opening 8th September, closing 19th October, receiving 31 applications for the funding call. There were 30 EDI survey responses.

Results. Here are splits of the applicants by various diversity characteristics, comparing the diversity of the research funding applicants with that of the UKAN+ membership as suggested by the 2021 NoN survey. We show in the tables below the splits for both the November 2021 and the September 2022 funding calls.

Age

Age	Funding call 1 Applicants	Funding call 2 Applicants	UKAN+ Membership
29 and under	0.0%	3.3%	10%
30-39	55.6%	30%	26%
40-49	22.2%	50%	28%
50-59	14.8%	10%	21%
60-64	3.7%	0%	6%
65 and over	3.7%	0%	6%
Prefer not to say	0%	6.7%	2%

² The text used, see, e.g., the initial call for applications in the September 2022 UKAN+ Newsletter, was: “We are keen to see applications as PI reflecting the diversity of the membership of UKAN+. Particularly, we are keen to attract applications as PI from women, who were under-represented in the last round compared to their representation in the wider UKAN+ membership.”

How would you describe your current career stage?

This is a new category for Funding call 2.

	Funding call 2 Applicants
Early Career	36.7%
Mid-career	53.3%
Late career	6.7%
Other	3.3%

As for the first call there was a strong encouragement for EC applicants³. In this 2nd round we have 3.3% 29 and under and 33.3% 39 and under, against 10% and 36% in the UKAN+ Membership. Further, 36.7% of applicants described themselves as EC.

Do you have any caring responsibilities?

	Funding call 1 Applicants	Funding call 2 Applicants	UKAN+ Membership
No	44.4%	43.3%	55%
Prefer not to say	14.8%	0	3%
Yes	40.7%	56.7%	43%

Do you consider yourself to have a disability?

	Funding call 1 Applicants	Funding call 2 Applicants	UKAN+ membership
Yes	0%	16.7%	3%
No	100%	73.3%	94%
Prefer not to say	0%	10%	3%

We note the substantial % of applicants in call 2 indicating a disability.

³ This encouragement was in the Funding Eligibility section of the Funding Information page where the relevant text was: "Anyone in the UK who is eligible to bid for a full scale UKRI grant is also eligible to apply for the UKAN+ calls. We strongly encourage applications from early career researchers who do not have a long track record of funding. We encourage applications led by early career academics, research fellows and other researchers who are eligible for particular roles in UKRI-funded projects (e.g. as a named researcher) to apply for these grants. PhD students and PDRAs who wish to submit a proposal but are ineligible to lead on a UKRI grant are encouraged to engage with their academic line managers who are eligible to lead such a grant."

How would you describe your ethnicity or ethnic background?

	Funding call 1 Applicants	Funding call 2 Applicants	UKAN+ Membership
Arab: Arab or Arab British	3.7%	6.6%	0.5%
Arab: In another way (specify, if you wish)	0%	3.3%	0%
Asian: Bangladeshi or Bangladeshi British	0%	0%	0.5%
Asian: Chinese or Chinese British	18.5%	13.3%	3.7%
Asian: Indian or Indian British	3.7%	6.6%	2.7%
Asian: Pakistani or Pakistani British	3.7%	3.3%	0.5%
Asian: In another way (specify, if you wish)	11.1%	0%	1.1%
Black: African or African British	0%	0%	0.5%
Black: Caribbean or Caribbean British	0%	0%	0%
Black: In another way (specify, if you wish)	0%	0%	0%
Mixed or multiple ethnic groups: White or White British and Asian or Asian British	3.7%	0%	1.1%
Mixed or multiple ethnic groups: White or White British and Black African or Black African British	0%	0%	0%
Mixed or multiple ethnic groups: White or White British and Black Caribbean or Black Caribbean British	0%	0%	0%
Mixed or multiple ethnic groups: Any other mixed or multiple ethnic background (specify, if you wish)	0%	0%	1.6%
White: British, English, Scottish, Welsh or Northern Irish	22.2%	46.7%	52.9%
White: Gypsy, Irish Traveller, Traveller or Roma	0%	0%	0%
White: Irish	0%	0%	2.7%
White: Polish	0%	0%	0.5%
White: In another way (specify, if you wish)	33.3%	20%	25.1%
Prefer not to say	0%	0%	4.3%
In another way (specify, if you wish)	0%	0%	2.1%

We note that 66.7% of the applicants for Call 2 identified as White, 33.3% as Black, Asian, or minority ethnic (23.2% specifically Asian). The comparable figures for Call 1 are 55.5% and 44.4% (37% specifically Asian). This compares to 81.2% identifying as white in the NoN survey of the whole UKAN+ membership, and contrasts to 89.2% identifying as white, 10.2% identifying as Black, Asian or minority ethnic in the AdvanceHE staff statistical report 2021.

Gender

	Funding call 1 Applicants	Funding call 2 Applicants	UKAN+ Membership
Man	96.3%	73.3%	76%
Woman	3.7%	23.3%	20%
Non-binary	0%	0%	1%
Prefer not to say	0%	3.3%	3%

We noted after Funding Call 1 the huge under-representation of female applicants compared to the data we had on UKAN+ membership⁴. Recent national data on UKRI grant applications are that 30% of grant applicants are female (and also 30% of grant awardees are female). Five awards were made in the first UKAN+ round with one award made to a team led by a female PI.

The position appears to have improved in Funding Call 2, with the % Female exceeding the % Female in the UKAN+ membership.

Religion

	Funding call 1 Applicants	Funding call 2 Applicants	UKAN+ membership
No religion (including atheist)	59.3%	50%	52%
Buddhist	3.7%	3.3%	2%
Christian - Catholic	7.4%	6.6%	10%
Christian - other denomination	7.4%	16.7%	13%
Hindu	0%	6.6%	2%
Jewish	0%	0%	1%
Muslim	7.4%	13.3%	2%
Sikh	0%	0%	0%
Any other religion or belief (specify if you wish)	3.7%	0%	2%
Prefer not to say	11.1%	3.3%	16%

Sexual orientation

	Funding call 1 Applicants	Funding call 2 Applicants	UKAN+ membership
Asexual	0%	0%	1%
Bisexual	3.7%	0%	3%
Gay or lesbian	3.7%	3.3%	3%
Heterosexual/straight	81.5%	86.7%	78%
In another way	0%	0%	1%
Prefer not to say	11.1%	10%	14%

⁴ The data we have from the NoN survey suggests a % female UKAN+ membership significantly smaller than national data for academic staff and PGR students in some of the subjects key to acoustics, which puts female academic staff at 20.3% in Physics, 23.7% in Mathematics, 23.9% in General Engineering, and 43.2% across SET subjects, and PGR students at 36.3% in Physical Sciences, 28.7% in Mathematical Sciences, 25.9% in Engineering, and 45.6% across all SET subjects; see AdvanceHE [staff statistical report 2021](#) and AdvanceHE [student statistical report 2021](#).

D. New Signup UKAN+ members. When a new member joins UKAN+ they are invited to complete an EDI form. This form was put in place in September 2021. Religion or Sexual Orientation fields were added in December 2021.

Responses. Since 15th September 2021 UKAN+ have gained 284 new members. We have received 185 EDI responses, a response rate of 65%.

Results. Here are splits of the responses by various diversity characteristics, comparing the diversity of the new signup membership with that of the existing UKAN+ membership as suggested by the NoN survey.

Age

Age	New members	Existing Membership
24 and under	11.4%	1%
25-29	17.8%	9%
30-39	38.4%	26%
40-49	17.8%	28%
50-59	7.5%	21%
60-64	.5%	6%
65 and over	2.7%	6%
Prefer not to say	2.7%	2%
Blank	1.1%	N/A

We note that the demographic of the new membership is much younger than the existing membership as reported in the NoN survey, with 35.1% of new members under 30.

Do you have any caring responsibilities?

	New members	Existing membership
No	73.5%	55%
Prefer not to say	7.6%	3%
Yes	17.3%	43%
Blanks	1.6%	N/A

A much smaller proportion of new members report caring responsibilities compared to existing members, perhaps reflecting the age demographic of the new members.

Do you consider yourself to have a disability?

	New members	Existing membership
No	84.3%	94%
Prefer not to say	6.5%	3%
Yes	7%	3%
Blanks	2.2%	N/A

We note the larger proportion in the new members reporting a disability.

How would you describe your ethnicity or ethnic background?

	New members	Existing Membership
Arab: Arab or Arab British	1.1%	0.5%
Arab: In another way (specify, if you wish)	1.1%	0%
Asian: Bangladeshi or Bangladeshi British	0%	0.5%
Asian: Chinese or Chinese British	9.2%	3.7%
Asian: Indian or Indian British	4.9%	2.7%
Asian: Pakistani or Pakistani British	0%	0.5%
Asian: In another way (specify, if you wish)	2.2%	1.1%
Black: African or African British	2.2%	0.5%
Black: Caribbean or Caribbean British	.5%	0%
Black: In another way (specify, if you wish)	0%	0%
Mixed or multiple ethnic groups: White or White British and Asian or Asian British	1.6%	1.1%
Mixed or multiple ethnic groups: White or White British and Black African or Black African British	0%	0%
Mixed or multiple ethnic groups: White or White British and Black Caribbean or Black Caribbean British	.5%	0%
Mixed or multiple ethnic groups: Any other mixed or multiple ethnic background (specify, if you wish)	2.2%	1.6%
White: British, English, Scottish, Welsh or Northern Irish	42.7%	52.9%
White: Gypsy, Irish Traveller, Traveller or Roma	0%	0%
White: Irish	2.2%	2.7%
White: Polish	1.1%	0.5%

White: In another way (specify, if you wish)	18.4%	25.1%
Prefer not to say	8.1%	4.3%
In another way (specify, if you wish)	1.6%	2.1%
Blank	.5%	N/A

25.5% of the new membership identifies as Black, Asian and minority ethnic, compared to 10.6% of the existing UKAN+ membership. We note that, while the name of the network suggests a UK-based membership, UKAN+ membership is not limited to the UK.

Gender

	New members	Existing members
Man	64.3%	76%
Non-binary	1.1%	1%
Woman	27%	20%
Prefer not to say	6.5%	3%
Blanks	1.1%	N/A

27% of the new membership identifies as female compared to 20% of the existing membership.

Religion

Count is 140 for religion as Religion was not added to the form until Dec 21.

	New members	UKAN+ membership
No religion (including atheist)	65%	52%
Buddhist	2.4%	2%
Christian - Catholic	4.3%	10%
Christian - other denomination	8.6%	13%
Hindu	3.6%	2%
Jewish	.7%	1%
Muslim	.7%	2%
Sikh	0%	0%
Any other religion or belief (specify, if you wish)	3.6%	2%
Prefer not to say	10.7%	16%

Sexual orientation

	New Members	UKAN+ membership
Asexual	2.8%	1%
Bisexual	3.5%	3%
Gay or lesbian	2.1%	3%
Heterosexual/straight	66.4%	78%
Queer	1.4%	0%
Prefer not to say	23.6%	14%

E. EDI Data on Webinar Speakers. In total 22 EDI forms have been collected – the first being 6th December 2021, the last December 2022. The process is that speakers are contacted after a webinar with an invitation to complete an EDI form. This approach is made either by Zoë Hunter (in the case of centrally organised UKAN+ webinars), or a SIG seminar organiser, in the case of webinars organised by SIGs. This data collection was noted as an action in our [UKAN+ Policy \(and Guidance\) on Diversity of Speakers](#)⁵, adopted at the Management Board meeting on 24/2/22.

Age

Age	Webinar Speakers	UKAN+ Membership
24 and under	0%	1%
25-29	13.6%	9%
30-39	36.4%	26%
40-49	22.7%	28%
50-59	13.6%	21%
60-64	4.5%	6%
65 and over	0%	8%
Prefer not to say	9.1%	2%

We note that the percentage of speakers in age groups 25-29 and 30-39 (50% in total) exceeds the percentage reported from the survey for the UKAN+ Membership; the representation in other age groups is less than our figures for the UKAN+ Membership. This appears consistent with our Policy on Diversity of Speakers that encourages at least 30% of speakers at an early career stage.

Do you have any caring responsibilities?

	Webinar Speakers	UKAN+ Membership
No	68.2%	55%
Yes	22.7%	43%
Prefer not to say	9.1%	3%

Do you consider yourself to have a disability?

	Webinar Speakers	UKAN+ Membership
No	77.3%	94%
Yes	9.1%	3%
Prefer not to say	9.1%	3%

⁵ Our policy statement is: “In all our events (workshops, seminars, webinars) we will pay attention to diversity of speakers, especially in the invitations we make. In particular, in our selection of speakers for the UKAN+ Webinars (and for seminar series organised by our SIGs) we will think through and aim for diversity of gender, race and ethnicity, and career stage, expecting to invite each year at least 30% speakers of both male and female gender, and at least 30% of speakers who are at an earlier career stage.”

How would you describe your ethnicity or ethnic background?

	Webinar Speakers	UKAN+ Membership
Arab: Arab or Arab British	0%	0.5%
Arab: In another way (specify, if you wish)	0%	0%
Asian: Bangladeshi or Bangladeshi British	4.5%	0.5%
Asian: Chinese or Chinese British	4.5%	3.7%
Asian: Indian or Indian British	4.5%	2.7%
Asian: Pakistani or Pakistani British	0%	0.5%
Asian: In another way (specify, if you wish)	0%	1.1%
Black: African or African British	0%	0.5%
Black: Caribbean or Caribbean British	0%	0%
Black: In another way (specify, if you wish)	0%	0%
Mixed or multiple ethnic groups: White or White British and Asian or Asian British	0%	1.1%
Mixed or multiple ethnic groups: White or White British and Black African or Black African British	0%	0%
Mixed or multiple ethnic groups: White or White British and Black Caribbean or Black Caribbean British	0%	0%
Mixed or multiple ethnic groups: Any other mixed or multiple ethnic background (specify, if you wish)	0%	1.6%
White: British, English, Scottish, Welsh or Northern Irish	50%	52.9%
White: Gypsy, Irish Traveller, Traveller or Roma	0%	0%
White: Irish	4.5%	2.7%
White: Polish	0%	0.5%
White: In another way (specify, if you wish)	18.2%	25.1%
Prefer not to say	13.6%	4.3%
In another way (specify, if you wish)	0%	2.1%
Blank	0%	N/A

We note that 23.5% of webinar speakers identify as Asian (this also the figure for Black, Asian and minority ethnic in total), compared to 9.4% Asian (10.6% Black, Asian, and minority ethnic) in the existing UKAN+ membership.

Gender

	Webinar Speakers	UKAN+ Membership
Man	54.5%	76%
Non-binary	0%	1%
Woman	36.7%	20%
Prefer not to say	4.5%	3%
Blanks	4.5%	N/A

We note that the 36.7% female/54.5% male meets the guidance in our policy statement, that we “expect to invite at least 30% speakers of both male and female genders”.

Religion

	Webinar speakers	UKAN+ Membership
No religion (including atheist)	59.1%	52%
Buddhist	4.5%	2%
Christian - Catholic	0%	10%
Christian - other denomination	9.1%	13%
Hindu	0%	2%
Jewish	0%	1%
Muslim	4.5%	2%
Sikh	0%	0%
Any other religion or belief (specify, if you wish)	4.5%	2%
Prefer not to say	18.2%	16%

Sexual orientation

	Webinar speakers	UKAN+ Membership
Asexual	4.5%	1%
Bisexual	4.5%	3%
Gay or lesbian	4.5%	3%
Heterosexual/straight	68.2%	78%
Queer	0%	0%
In another way	N/A	1%
Prefer not to say	18.2%	14%