

Section 1.5

Equality, diversity and inclusion

The Turing has continued to work towards its equality, diversity and inclusion (EDI) commitments this year, through our three roles as a national body, a research institute and an employer.

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Our role as a national body

In September 2021, we launched our first [EDI strategy](#) and [action plan](#). The strategy lays out our commitment to EDI, our achievements to date and our ambitions for the future. The action plan will guide our work and progress in this area – and also hold us accountable. Taken as a whole, the documents are both a practical tool for change and an important statement of the contribution the Turing will make to the wider STEM (science, technology, engineering and mathematics) landscape in this area.

Following the launch of the strategy, the Turing published its first [EDI annual report](#) in February 2022. As well as providing an overview of our EDI activity, the report details the current diversity of the Turing community (with respect to age, gender, ethnicity and disability status). Improving our data collection and continuing to publish transparent data of who is represented at the Turing will remain a priority over the next year.

In January 2022, the Turing responded to the [Diversity in STEM inquiry](#) that is being conducted by the House of Commons Science and

Technology Committee to investigate the extent of underrepresentation in the STEM workforce, and how policy makers, funding bodies, industry and academia can address it. The Turing's [response to the inquiry](#) summarised the current state of diversity in data science and AI, drawing on our own experiences and research.

Our role as a research institute

The Turing has continued to play a leading role in conducting research that contributes to creating a more equitable and inclusive society. Highlights featured in this report include the continued ethical leadership of *The Turing Way* (page 20), our research to improve lives in Bradford's most deprived areas (page 16), and our work towards a safer internet (page 18). While far from an exhaustive list, other EDI-centred research projects at the Turing include '[Women in data science and AI](#)' led by Judy Wajcman and Erin Young, and '[Data science for tackling modern slavery](#)' led by Anjali Mazumder.

As demonstrated throughout this report, fairness, bias and transparency remain key areas of work



Researchers carrying out EDI-centred work at the Turing include (top-bottom) Erin Young, Judy Wajcman and Anjali Mazumder

at the Turing, with projects including '[Building an ethical framework for data science and AI in the criminal justice system](#)' and [PATH-AI](#) – a UK-Japan collaboration that is exploring how different cultural interpretations of values such as privacy, trust and agency can be applied to new, more inclusive governance frameworks around AI and other data-intensive technologies. PATH-AI this year published its [first interim report](#).

The Turing has also continued its focus on research supporting health and wellbeing, through projects such as the Turing-RSS Health Data Lab (page 21) and our NIHR-funded Research Support Facility (page 25). Elsewhere, the '[Ground truth for mental health data science](#)' project is linking anonymised social media data in long-term birth cohort datasets to help improve the next generation of algorithms for mental health and wellbeing research.

We remain committed to ensuring that the Turing supports a diverse group of researchers, and we are currently in the process of appointing our first two [Daphne Jackson Fellowships](#), designed to support people returning to academia after a career break.

Our role as an employer

The Turing's Network Groups are at the heart of our EDI programme, bringing together passionate members of the Turing community around four key themes.

The **Disability and Wellbeing Network Group** has focused on producing a 'work wellbeing plan' that provides guidance for how members of the Turing community can talk to their colleagues or manager about their wellbeing and make positive changes. The group also marked Mental Health Awareness Week with a range of activities, including a photography competition and a facilitated wellbeing session.

The **Race Equality Network Group** marked Black History Month with community events and personal testimonials on the importance of recognising Black identities, plus the release of two special podcasts with Nicol Turner Lee (director of the Center for Technology Innovation at the Brookings Institution) and Nira Chamberlain (leading British mathematician and former president of the Institute of Mathematics and its Applications).

The **LGBTQ+ Network Group** has been connecting with other networks across the country, including a tea with Oxford Brookes University's LGBTQ+ Staff Forum and the Bishopsgate Institute, which holds extensive LGBTQ+ archives. The group also marked Pride

Month with a range of events, including a session with the LGBTQ+ helpline Switchboard, a Q&A with Stonewall and a session reflecting on the legacy of Alan Turing himself (see page 42).

On International Women's Day (8 March), we launched the **Gender Equality Network Group**, which was previously combined with the LGBTQ+ group. The group has already made connections with its counterpart network in the British Library and has begun planning future activity.

Outside of these groups, a new collaboration between the Turing's EDI team and the research engineering team is exploring how we can use our in-house data science expertise to securely collate and analyse our employees' diversity data.

We have also implemented a new, year-round EDI learning and development programme that aims to equip the Turing community with awareness, knowledge and understanding of issues around inequality and discrimination, and the skills and tools to challenge these when they arise.

Finally, the Turing is continuing to ensure that our community is supported through a new reasonable adjustments policy, as well as our new [Report + Support](#) platform, which allows employees to directly report any unacceptable behaviour.