
Equality,
diversity and
inclusion
annual report
2021-2022

**The
Alan Turing
Institute**

The Alan Turing Institute EDI Annual Report October 2021-September 2022

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Introduction

This report summarises the work undertaken over the last 12 months at The Alan Turing Institute in the areas of equality, diversity and inclusion (EDI). This period covered the first 12 months of the three-year EDI Strategy and Action Plan and focused primarily on building a strong foundation within the Institute for future work. In Section 1 we will review this work and highlight planned projects for 2022-23. In Section 2 we will present data on the diversity of staff, applicants to Turing schemes, attendees and speakers at AI UK and Turing Fellows.

Section 1 Equality, Diversity and Inclusion Activity

1. EDI Activity 2021-2022

1.1. Our role as a national body

a) EDI Strategy and Action Plan

The core EDI team have continued to progress, monitor and update the EDI Strategy and Action Plan. The Action Plan is presented to the EDI Advisory Group and Remuneration, EDI and People Committee (REPCo) three times a year for review. The EDI Framework has been fully operationalised and we have four current Network Groups and well attended EDI Advisory Group meetings every two months. From November 2022 a summary of EDI Advisory Group discussion points will be posted on Mathison (our intranet) for the community.

Equality, diversity and inclusion has been an important consideration in the ongoing development of the Institute Strategy and the EDI team have worked closely with the relevant strategy leads to ensure alignment.

b) Public consultations and responses

In January 2022, the Turing responded to the **Diversity in STEM inquiry** 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 work to address it. The Turing's **response to the inquiry** summarised the current state of diversity in data science and AI using our own experiences and findings from our Women in Data Science and AI project.

The Turing also prepared an institutional response to the [UK Research and Innovation EDI Strategy](#) consultation and has continued to build connections with research councils and organisations on EDI including the Natural and Environmental Sciences Research Council, The Francis Crick, The British Library, Turing's defence and security partners and Health Data Research UK.

c) Thought Leadership

The Turing continues to provide comment and thought leadership on the changes needed in the research landscape. Examples include this [expert analysis](#) published by Ann S and Dr Paul Killworth from the Centre for Emerging Technology and Security (CETaS), our international Women's Day takeover by Jess Wade and blog on "[The women in science who guided us through the pandemic](#)" and our partnership with Better Images of AI "[Why we need better images of AI](#)".

d) Public Engagement

The Public Engagement Team within the Communications and Engagement Directorate in the Institute has delivered a new Public Engagement funding call resulting in a number of new projects aimed at widening understanding and participation in AI and data science, specifically for those left out of the conversation. Among the projects funded are:

PIE for Women Roadshow: Robotics and AI for STEAM-H (Cardiff Met)

A series of novel robotics roadshows for STEAM-H (Science, Technology, Arts, Maths and Healthcare), which will provide demonstrations on robotics research to girls from 10 schools, parents and children from refugee families, and female staff working in the healthcare sector.

Performing AI (Coventry University)

A project aimed at engaging and educating young people on their choices around sharing personal data by providing innovative opportunities for them to deepen their understanding of AI through interactivity and performance. The project will engage young people through a live audiovisual performance at project partner Serpentine Gallery, and a downloadable game.

Learning Experiments in Computer Vision and Visual Literacy (London Southbank University)

Working with high-school teachers in Southwark, this project will result in the creation and annotation of visual datasets, to understand how they influence algorithmic decision-making. They will develop methods to involve people who are usually unwittingly included in the process of elaboration of datasets (e.g., a typical user of Instagram) and likely to be impacted by them.

Leicester Smart City – Leicester Stories

The Leicester Smart City Project uses a “Community Reporter” model to engage citizens in discussion on Leicester’s future as a smart city.

Polar Portals

This project, run by the Polar Impact Network and supported and funded by the Turing will connect pupils from high-deprivation schools, with ethnically and socially diverse polar scientists, through novel and creative methods. The goal is to increase the number of children seeing themselves represented in science.

1.2 Our role as a research institute

a) Research Activity

The Turing has continued to play a leading role in conducting research that contributes to creating a more equitable and inclusive society. Projects featured in our [Annual 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 Institute 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.

Fairness, bias and transparency remain key areas of work at the Institute, 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’s exploring

how different intercultural 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.

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 digital footprint data in the UK birth cohort datasets to help improve the next generation of algorithms for mental health and wellbeing research.

b) Studentships and Fellowships

In September 2022 we welcomed our first two Daphne Jackson Fellows [and launched our final](#) call offering a three-year 0.5 FTE Fellowship. Working in partnership with the [Daphne Jackson Trust](#) this fellowship is specifically geared at supporting those who have been out of academia due to caring or health reasons, to return.

On our flagship [Enrichment Scheme](#), we have continued to offer an Access Award of up to an additional £500 per month for applicants with childcare costs or increased accommodation or other costs due to a disability. In addition, this year we piloted an Application Mentoring Scheme to provide a short-term mentor to candidates to help with their application. Across programmes aimed at postgraduate and early career researchers we have continued to offer fair compensation and bursaries where relevant.

Between July and October 2022 the Turing participated in the [HDR UK Black Internship Scheme](#) hosting intern, [Ibrahim Animashaun](#) in the Research Engineering Group for just over 3 months.

The Turing Fellow annual report asked Fellows for the first time about the impact of their Fellowship on inclusive research practices. In over 50% of cases the Turing Fellowship had a positive impact on inclusive research for Fellows.

Table 1 Turing Fellow responses to questions on inclusive research.

Question 2.13 My Turing Fellowship has provided me with increased understanding of inclusive research practices.		
Please state to what extent you agree with this statement:	Number of Fellows	% of cohort
Strongly agree	54	14.00%
Agree	148	38.40%
Neutral	143	37.10%
Disagree	24	6.20%
Strongly disagree	5	1.30%
No reply	11	2.90%

Question 2.14 My Turing Fellowship has provided me with increased feelings of confidence in promoting ethical and inclusive research practices.		
Please state to what extent you agree with this statement:	Number of Fellows	% of cohort
Strongly agree	64	16.60%
Agree	141	36.60%
Neutral	137	35.60%
Disagree	26	6.80%
Strongly disagree	4	1.00%
No reply	13	3.40%

There has not been a new call for Turing Fellows over the last 12 months. For a breakdown of personal characteristics for our Fellow and student/early career cohorts in 2021-22 please see section 2.

c) Research Events

Events over the last 12 months have continued to engage with themes and issues important to diversity and inclusion as well as ensuring balance of speakers.

Examples from the past year include:

- [The Northern Data Debates - Levelling Up - Where's the place for data?](#)
- [RSF seminar series: The challenge of defining multiple long-term conditions](#)
- [Do great minds think alike? #1 Tackling trafficking with tech](#)

The Turing's flagship event, AI UK, sought to embed inclusion offering closed captions and an Access Fund offering financial support to attend. 125 free tickets were allocated through the fund representing the majority of applications made. Feedback from participants praised AI UK's commitment to EDI with one participant commenting "The event was brilliant, and I really enjoyed listening to the panel of experts. Congratulations for the diversity and inclusion showed in every panel." Alongside the process improvements detailed above the Events team have reviewed the data collected for attendees and introduced a parallel process for speakers. Further details on the diversity data collected for AI UK is included in section 2.

1.3 Our role as an employer

a) Policy and process updates

Following approval by the Remuneration, EDI and People Committee in June 2022 the Board approved the updated Equality Diversity and Inclusion policy. The new policy aligns fully with the Strategy and Action Plan and provides a clear statement on our roles, responsibilities and intentions.

Lead by the Employee Relations team and with support from the EDI team a number of changes and improvements have also been made to our business-as-usual HR functions with EDI as a core consideration. In the past 12 months the employee relations team have reviewed key policies including the Sickness (Absence Management) Policy and Maternity, Adoption, Maternity Support (Paternity) and Parental Leave Policy. The process for gathering feedback from those leaving the Institute has been updated to allow for better monitoring of leavers by different characteristics and guidance for managers, including specific guidance on support for parental leave has been updated.

b) Employee retention and recruitment

Staff wellbeing has remained a key consideration over the past 12 months with the

Turing continuing to offer support to staff through signposting, External Supervision sessions and the option of referrals to counselling through Employee Assistance programmes and private medical insurance. Two sessions have been held encouraging the community to share feedback on feeling safe at work and a further session on inclusion at Turing with our EDI Management team will be held in November.

On employee recruitment, the Talent Acquisition team has worked with the EDI team to improve the recruitment experience for applicants with a disability. The Recruitment team undertook specialist training with the [Business Disability Forum](#) and have worked with the specialist recruitment company [Enna. Enna focuses on neurodiverse applicants](#) on improvements to the job description and process. Process changes have included pro-actively offering reasonable adjustments based on a “menu” of common adjustments and a soon to be launched dedicated reasonable adjustments email address. The Recruitment and EDI teams are also exploring whether a guaranteed interview process for candidates with a disability can be implemented in 2023.

c) EDI Learning and Development

Our EDI learning and development programme was fully reviewed and re-launched over the past 12 months.

The year round EDI Learning and Development Programme is available to everyone and will equip the Turing community with awareness, knowledge and understanding of issues of inequality and discrimination and the skills and tools to challenge and remove these barriers.

The EDI L&D programme has focused on:

- Giving employees practical tools to use in their day-to-day work and roles.
- Giving the community the skills and confidence to embody our values and challenge inappropriate behaviour.
- Supporting the community to continue to learn and develop their understanding of EDI issues in a broad sense and in specific cases.

1.4 Our other commitments to EDI

a) Communications, Network Group Activity and Community Events

Our Network Groups have remained active over the last 12 months and have held a number of community events including; Pride Month, Black History Month, International Women’s Day, and Mental Health Awareness Week. Events have featured a range of activities including research talks, socials, collaborations with the British Library, blogs and have been supported with communications from Senior Leadership.

Working with the wider People and Communications teams the EDI team developed and launched a [short video](#) explaining the Turing’s commitment to EDI. The video was launched as part of the Turing’s wider Values campaign and Leadership Commitments.

In May and June 2023 the Turing worked with the organisation [Mixedracefaces](#) to give members of our community the opportunity to highlight and share their identity and experiences. Seven participants from across a range of roles at the Turing

shared with identity and were photographed for the campaign.

b) Launch of Equality Impact Assessment Process

This year the Turing has launched its first comprehensive Equality Impact Assessment (EIA) process at the Institute. While the practice of completing EIAs had been adopted by many teams at the Turing, the new template and process will provide consistency and ensure EDI is considered in relevant activities during the planning process.

In alignment with the EIA process, the EDI team have also issued new guidance on collecting diversity monitoring data and a standard set of monitoring questions to use across the Turing.

In the lead up to the above, the EDI team has collaborated with the Research Engineering Group on a six-month project aimed at improving the way the Turing collects, processes and reviews monitoring data. While this project has seen some successful outputs including improved tools for analysis and a more informed approach to interpreting the data there remain significant challenges with the quality of data available. In time the impact of the processes recently launched and outlined above, as well as the introduction of a new Enterprise Resource Planning system, will help to mitigate this.

2. EDI Activity 2022-2023

The following projects are currently planned for 2022-23. Full details of EDI projects can be seen in the EDI Action Plan (Appendix 2).

2.1 Our role as a national body

a) Recruitment and promotion of senior leaders

This project will focus on providing and implementing a series of recommendations to increase the diversity of our leadership teams (both in the Research and Business Operations functions).

b) Application to join EDIS

Following discussion at the EDI Advisory Group the Institute plans to make an application to join the [EDI in Science group](#). We anticipate making an application in the new year. The same discussion identified low appetite currently within the Turing for applying for or consciously working towards other forms of accreditation.

c) Supporting women's and other networks in the sector

Working with the Research Engineering Group (REG) and Women in Data Science Project we are looking at ways in which the Turing can support the many women's networks currently operating across the data science and AI ecosystem. There is potential scope to expand this work to other diversity and inclusion focused data science and AI networks.

2.2 Our role as a research institute

a) ECR Wellbeing Review

We will conduct a review into wellbeing among early career researchers at Turing. This review will help us implement appropriate support for this group.

b) Data Science Careers Project

This programme will pilot a range of interventions over two years with the overall aim of increasing participation in data science (DS) careers from people who are ethnic minorities and from lower socio-economic backgrounds.

2.3 Our role as an employer

a) Turing People Policy Review

The EDI Team working with colleagues across the People Team plan to review and update our policies related to supporting our employees and community. Our first step will be to scope out current provision and gaps. Planned policies to be developed (or combined with existing policies) in the coming year include: a volunteering policy, a trans and non-binary inclusion policy and a bursary policy and process for those engaging in Turing activities.

b) Development of Team Action plans

As our Strategy matures, individual teams have shown interest in developing their own action plans for EDI. The EDI team will coordinate this work to ensure it is

integrated into the Institute EDI Strategy and Action Plan.

c) Gender Pay Gap Report and Action Plan

The EDI team will work alongside the Employee Relations team to produce the Institute's first published Gender Pay Gap Report and Action Plan.

d) New Network Groups

Building on the initial success of our EDI Network Groups the Turing plans to work with the community to identify interest for new Network Groups and establish these. Initial suggestions include networks focused on: socio-economic equality, caregivers, religion, and belief.

e) Supporting local communities as an employer

Drawing on partnerships from previous years we plan to review the ways Turing can support local and borough-based employment schemes to support local people into employment at the Turing.

2.4 Our other commitments to EDI

a) Accessibility Review

In the coming year we will complete the work already begun on reviewing the accessibility of the institute including a review of software and digital systems, website accessibility and information provided to guests.

Section 2: Data and Reporting

3. Introduction

Understanding who is engaged with the Turing is an important part of our commitment to equality, diversity and inclusion. This section will outline current available data on the diversity of the Turing community.

In Section 1 we detailed the work that has been done over the past year to improve diversity monitoring processes at the institute. As this report focuses on data from the period September 2021 to October 2022 the results of these changes have not yet fully translated into improvements in the data collected and presented.

Nonetheless, we can present data on the following groups:

- Turing employees
- Early career programmes (including the Enrichment Scheme, Turing Internship Network, Data Study Groups and Post-Doctoral Enrichment Award)
- Turing Fellows
- Speakers and Attendees at AI UK

These groups have been chosen due to the availability and consistency of data and to provide a snapshot across key groups the Turing engages with.

Data for Turing Fellows, early career programmes and AI UK attendees was collected through a monitoring form at the point of application or sign up (or in the case of 2018-2020 and 2021-2022 Turing Fellows at the point of submitting an annual report). Data on employees and AI UK Speakers was collected through a monitoring form completed after starting or agreeing to speak. In all cases it was optional for individuals to complete the form.

We have chosen age, disability, ethnicity and gender, and for staff, function (Research staff or professional services) and employment data to analyse because of the current availability of data including the ability to find suitable comparison points. In this report 'Professional services' includes staff categorised as having a research facilitation job role. In addition to this we are able to present staff data on gender identity, trans history, sexual orientation, religion or belief, caring responsibilities and markers of socio-economic advantage (type of education and level of education).

For 2022-2023 all Turing Fellowships were offered on a 0% basis, and all early career financial awards are set at a specific rate or means tested; therefore no analysis on financial award has been completed for these groups.

In response to the Diversity Monitoring Survey 49% of staff chose to enter their monitoring data. This low level of response makes it difficult to draw conclusions on disability, ethnicity and the other reported characteristics. Data for age and sex has been taken from Staff Cezanne records and represents a more accurate picture. In addition to challenges collecting data, many mid-career and senior staff choose to engage with the Turing through secondments. Currently the process for capturing secondment data is being reviewed and is therefore largely incomplete.

Alongside the data, we have presented contextualisation in the form of an

appropriate external comparator and/or applied vs. awarded data where available. In order to use these data for comparison we have summarised our data into similar categories. Some of these categories are relatively simplistic in representing individual identities, in particular gender (options for Female, Male and Other) and ethnicity (options for White, Black, Asian, Mixed and Other).

4. Staff

The staff data collected remains similar to figures for 2020-2021. The proportion of females in Research positions has risen 4% on the previous year although it is not apparent whether this rise is significant. Females remain underrepresented compared to national proportions in research positions and over-represented in professional services positions.

The ethnicity of staff remained largely unchanged from last year and broadly in line with selected comparators. Despite efforts to increase the reporting of voluntary ethnicity data, response rates remain low.

Table 2: Proportion of Turing Employees by Personal Characteristics

	Comparator [3]		2022		2021	
	Total non-academic staff	Total academic staff	Professional Service	Research	Professional Service	Research
Total count, of which	191,440	224,530	180	215	120	130
by Sex [1]						
Female	62	47	62 %	39 %	65	35
Male	37	53	34 %	59 %	35	63
Other	0	0	<5%	<5%	0 %	<8%
No answer	..	..	<5%	<5%	0 %	0 %
by Age Group [2]						
30 and under	18	13	28%		30	
31–40	27	30	43%		44	
41–50	25	25	16%		17	
51–60	22	22	5%		<8%	
61 years and older	7	9	<5%		<8%	
No answer	..	..	7%		<8%	
by Disability Status [4]						
Known disability	7	5	9 %	6 %	<8%	
No known disability	93	95	89 %	95 %	***	
by Ethnicity						
White	82	74	35 %		42.5	
Black	3	2	<5%		<8%	
Asian	6	10	7 %		<8%	
Mixed	2	2	<5%		<8%	
Other	1	2	<5%		<8%	
No answer	6	9	52 %		41	

Notes

Source: Cezanne and Turing Diversity Monitoring Form

".." indicates no data available

Percentages may not sum to 100 due to rounding.

Due to rounding methodology some % are not shown.

[1] "Other" includes "Non binary", "Prefer to self describe" and "Other"

[2] Age as at time of download.

[3] The comparator is HESA HE staff (see table 3)

[4] Note that the definition of "disability" for our staff in 2022 differs from 2021. In 2021 we asked "Do you consider yourself to be disabled?". This year we moved to the government's harmonised standard for reporting. If we include, for this year, all those reporting a physical or mental condition lasting more than 12 months, or one that creates barriers, then the percentage of those with a disability this year is 9% (for professional services) and 6% (for research staff).

The number of individuals defined as having a “known disability” has risen on previous years. It is worth noting that for this year’s data the questions asked of applicants regarding disability were changed to align with the harmonised standard questions used routinely by the UK government.

In addition, we have reviewed the above characteristics and salary band, contract type and progression. In the interests of preserving privacy the data for this analysis is not presented here.

In Professional Services roles, females remain well represented in all pay bands and generally proportionally represented in Research roles. A thorough investigation of gender and pay will be completed in the Turing’s first Gender Pay Gap report due to be completed early next year. In Pay Bands 5 & 6 there is no representation of Black and Other ethnicities and in Pay Bands 7 & 8 only White ethnicities are represented. There are also no individuals in Band 7 or 8, the highest paid bands, with a known disability. This data is not wholly accurate given the low response rates to the diversity survey and the higher propensity for staff in higher salary Bands and Research positions to be seconded, however it does reflect concerning known trends within higher education and academia regarding underrepresented groups.

While the proportion of females and males on Fixed and Permanent contracts remains proportionate in Professional Services roles, there is a much higher proportion of males on permanent contracts than females within research. Proportions of ethnic minorities across contract types show little significant variation. The Institute employs very few individuals on zero hours contracts and this is primarily used for data annotators and students employed for short periods of time to work with research programmes.

For the first year we have analysed data on opportunities to progress at the Turing. Based on available data promotion opportunities have been nearly equally awarded between males and females with more females than males being awarded temporary promotions or new roles. Promotions were awarded proportionally among Asian, Black and Other ethnic groups, with higher awarding rates among White groups. No individuals of Mixed heritage backgrounds were awarded a promotion in 2021-22 according to the data presented.

In addition to age, sex, disability and ethnicity the Turing invites staff members to share additional personal characteristic information. These tables are analysed internally and not published as part of this report.

5. Students and Early Career Researcher Programmes

Considering Studentships, in the Enrichment Scheme a significant jump has been seen in the number of females awarded, at 46%. This is up from 34% and comparable with the Higher Education Statistics Authority postgraduate numbers. Progress has also been made on awarding Black students who had previously been significantly underrepresented.

Table 3: Proportion of Studentships by Personal Characteristics

	Compar- ator [3]	Applicants	Studentships awarded [4]	
	2020/21	2022/23	2022/23	2021/22
Total count, of which		250	110	75
by Sex [1]				
Female	46	40 %	46 %	34
Male	53	52 %	45 %	58
Other	0	<10%	<10%	<10%
No answer	..	<10%	<10%	
by Age Group [2]				
Up to 20	0	0 %	0 %	0
21–24	29	17 %	20 %	<10%
25–29	38	51 %	45 %	66
30 and older	33	29 %	34 %	<20%
Unknown	0	<10%	<10%	<10%
by Disability Status				
Known disability	11	9 %	11 %	<10%
No known disability	89	91 %	89 %	93
by Ethnicity				
White	77	52 %	61 %	62
Black	4	<5%	<5%	0
Asian	10	28 %	22 %	21
Mixed	4	<5%	<5%	<5%
Other	2	<10%	<10%	<5%
Unknown	3	<10%	<10%	11

Notes

Source: Flexigrant

".." indicates no data available

Percentages may not sum to 100 due to rounding

Due to rounding methodology some % are not shown.

[1] "Other" includes "Non binary", "Prefer to self describe" and "

[2] Age as at 1 September 2022

[3] The comparator group is Postgraduate (Research) student enrollments for "total science CAH level 1". (Source: HESA tables 43–46)

Data Study groups show strong variation between events in the proportion of females and males who applied and awarding rates. This variation may be caused by the Data Study differing topics and the themes in 2022 which were;

- Sep 2021: Health and medical sciences focus

- Dec 2021: Focus on data science for science and clinic trial research
- May 2022: Based at the University of Birmingham and focused on data science for engineering.

Table 4: Proportion of Data Study Group awards by Personal Characteristics

	Compar- ator [3]	All DSGs (Sep 2021 - May 2022)	
		2020/21	Applied Awarded
Total count, of which		194	91
by Sex [1]			
Female	46	32 %	36 %
Male	53	59 %	53 %
Other	0	0 %	0 %
No answer	..	<10%	<20%
by Age Group [2]			
Up to 20	0	..	..
21–24	29	..	..
25–29	38	..	..
30 and older	33	..	..
Unknown	0	..	..
by Disability Status			
Known disability	11	<5%	<5%
No known disability	89	>95%	>95%
by Ethnicity			
White	77	32 %	43 %
Black	4	<10%	<10%
Asian	10	43 %	38 %
Mixed	4	<5%	<5%
Other	2	<10%	<5%
Unknown	3	<10%	<10%

Notes

Source: Flexigrant

".." indicates no data available

Due to rounding methodology some % are not shown.

Percentages may not sum to 100 due to rounding

[1] "Other" includes "Non binary", "Prefer to self describe" and "Other"

[2] Age as at 1 September 2022

[3] The comparator group is Postgraduate (Research) student enrollments for "total science CAH level 1".

(Source: HESA tables 43–46)

Table 5: Proportion of PDEAs and Internships Awarded by Personal Characteristics

	Compar- ator [3]	PDEAs		Internships	
	2020/21	Applied	Awarded	Applied	warded [4]
Total count, of which		150	110	150	35
by Sex [1]					
Female	46	25 %	30 %	29 %	
Male	53	59 %	58 %	62 %	
Other	0	<5%	<5%	0 %	
No answer	..	<15%	<15%	<10%	
by Age Group [2]					
Up to 20	0	<5%	0 %	0 %	
21–24	29	<5%	0 %	<15%	
25–29	38	17 %	19 %	55 %	
30 and older	33	69 %	71 %	27 %	
Unknown	0	<15%	<15%	<5%	
by Disability Status					
Known disability	11	0 %	0 %	<10%	
No known disability	89	98 %	102 %	>90%	
by Ethnicity					
White	77	45 %	52 %	50 %	
Black	4	<5%	<5%	<5%	
Asian	10	31 %	31 %	28 %	
Mixed	4	<10%	<10%	<10%	
Other	2	<10%	<5%	<5%	
Unknown	3	<10%	<10%	<10%	

Notes

Source: Flexigrant

".." indicates no data available

Percentages may not sum to 100 due to rounding

Due to rounding methodology some % are not shown.

[1] "Other" includes "Non binary", "Prefer to self describe" and "Other"

[2] Age as at 1 September 2022

[3] The comparator group is Postgraduate (Research) student enrollments for "total science CAH level 1". (Source: HESA tables 43–46)

[4] Due to the small number of interns data is not presented on this group.

As two relatively new programmes, both the Post Doctoral Enrichment Awards and the Turing Internship Network demonstrate lower numbers of females although this

is not unexpected and in proportion to applicants. No applicants disclosed a disability for the PDEA programme although this may be as the programme is purely grant based.

6. Turing Fellows

No Turing Fellow call has been run in the past 12 months, with the 2021-22 cohort offered a six-month extension until March 2023. Therefore, the diversity of the Turing Fellow cohort remains largely the same with some slight differences where Fellows chose not to renew. *Table 6: Proportion of Fellows by Personal Characteristics*

	Compar- ator [3]	Fellowships awarded [4]			
	2020/21	2022/23	2021/22	2020/21	2018–20
Total count, of which	9,515	370	430	320	350
by Sex [1]					
Female	28	21 %	21 %	20 %	19 %
Male	72	69 %	69 %	68 %	68 %
Other	..	0 %	0 %	<5%	<5%
No answer	..	10 %	10 %	11 %	11 %
by Age Group [2]					
30 and under	..	<5%	<5%	0 %	0 %
31–35	0	6 %	9 %	<10%	6 %
36–40	3	23 %	21 %	22 %	22 %
41–45	10	21 %	22 %	20 %	20 %
46–50	18	13 %	13 %	13 %	13 %
51–55	21	11 %	10 %	<10%	6 %
56–60	21	7 %	7 %	<10%	6 %
61–65	16	<5%	<5%	<10%	6 %
66 years and older	10	<5%	<5%	<5%	<5%
No answer	..	11 %	11 %	17 %	18 %
by Disability Status					
Known to be disable	3	<5%	<5%	..	..
No known disability	97	>95%	>95%	..	..
by Ethnicity					
White	82	68 %	68 %	70 %	70 %
Black	0	<5%	<5%	<5%	<5%
Asian	6	13 %	14 %	10 %	10 %
Mixed	1	<5%	<5%	<5%	<5%
Other	1	<5%	<5%	<5%	<5%
Not known	10	15 %	14 %	15 %	16 %

Notes

Source: Flexigrant

".." indicates no data available

Percentages may not sum to 100 due to rounding

Due to rounding methodology some % are not shown.

[1] "Other" includes "Non binary", "Prefer to self describe", and "Other"

[2] Age as at 1 September 2022

[3] The comparator is Professors at Turing Partner universities (Source: HES)

[4] No new Fellowships were awarded this year

7. Events – AI UK

Attendees and Speakers at AI UK were broadly in line with national trends discussed elsewhere in report. Overall, the speakers were representative of the audience and there was strong if not equal representation of females among both speakers and attendees.

Table 7: Attendees and Speakers at AI UK 2022

	AI UK 2022	
	Attendees	Speakers
Total count, of which	2,175	210
by Sex [1]		
Female	33 %	38 %
Male	43 %	36 %
Other	0 %	0 %
No answer	24 %	25 %
by Age Group [2]		
Up to 24	6 %	<5%
25–34	29 %	21 %
35–44	22 %	27 %
45–54	13 %	14 %
55–64	6 %	8 %
65–74	1 %	<5%
75 or older	0 %	<5%
No answer	23 %	25 %
by Disability Status		
Known disability	..	..
No known disability	..	..
by Ethnicity		
White	50 %	56 %
Black	2 %	<5%
Asian	13 %	<10%
Mixed	3 %	<5%
Other	4 %	<5%
Unknown	27 %	27 %

Notes

Source: Flexigrant

".." indicates no data available

Percentages may not sum to 100 due to rounding

Due to rounding methodology some % are not shown

[1] "Other" includes "Non binary", "Prefer to self describe", "Prefer not to say", and "Other"

[2] Age as at AI UK event

8. Conclusion

The Institute has taken significant steps over the last 12 months to improve the accessibility of the Institute. Work has focused on ensuring a solid foundation and good internal practice from which to build in future years. We have focused on building frameworks, tools and processes and equipping our community with the knowledge and understanding to continue to make progress in this area.

While this work has not translated into a significant increase in currently underrepresented groups, programmes where diversity has been a focus for several years have shown significant improvement. As we continue to build our ability to collect and report on diversity data we will be able to understand better where gains are being made.

We recognise the Institute operates within our broader society and as such echoes many of the challenges we see on a national scale. Nonetheless, as we begin the second year of our three-year action plan our attention will turn increasingly to interventions and programmes to realise our ambition of a truly diverse research Institute and wider eco-system.

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November 2022

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**The
Alan Turing
Institute**