Equality, diversity and inclusion annual report

**2023 - 2024**



**The Alan Turing Institute EDI annual report October 2023 - September 2024**

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# Introduction

This is the fourth annual report which showcases the work undertaken in the area of equality, diversity and inclusion (EDI) by The Alan Turing Institute in its role as an employer, research institute and national body. The report covers the period between 1 October 2023 and 30 September 2024.

The [EDI Strategy](https://www.turing.ac.uk/sites/default/files/2023-03/edi-strategy-report_v1.2_updated_16.03.2023_0.pdf) and [Action Plan](https://www.turing.ac.uk/sites/default/files/2021-09/edi-action-plan_final.pdf) (2021-2024) concluded its current three-year timeframe in 2024. A new EDI Strategy and Action Plan will be developed in 2025. Whilst the Institute is going through a transformation and alignment phase, there will be a 12-month interim EDI Action Plan.

Section one of this report highlights the EDI work that has taken place across the Institute during the period 2023-24.

Section two presents the diversity monitoring data for different areas of the Institute.

The [Institute’s Annual Report 2023-24](https://www.turing.ac.uk/about-us/annual-report-2023-24), which is referenced in this report, also showcases activities in EDI.

# Acknowledgements

We would like to thank everyone who has actively participated and engaged with the Institute’s EDI Strategy and Action Plan during 2021-2024.

We would also like to thank everyone who has contributed items and datasets to this EDI annual report.

This report was written by Khanisa Riaz, Equality, Diversity and Inclusion Manager at The Alan Turing Institute.

The data analysis was undertaken by Katriona Goldmann and Penelope Yong, Research Data Scientists at The Alan Turing Institute.

# Section 1: Equality, diversity and inclusion activities

# Our role as an employer

## Gender Pay Gap Report and Action Plan 2023-2024

The Alan Turing Institute published its second [Gender Pay Gap Report and Action Plan](https://view.officeapps.live.com/op/view.aspx?src=https%3A%2F%2Fwww.turing.ac.uk%2Fsites%2Fdefault%2Ffiles%2F2024-04%2Fthe_alan_turing_institute_gender_pay_gap_report_and_action_plan_-_march_2024.docx&wdOrigin=BROWSELINK) in March 2024. Work has included reviewing our recruitment practices and creating a Competency Framework to aid writing clear and inclusive job descriptions and developing career pathways. Our current offering to better support parents and carers who are returning to work was also reviewed by a Turing Research Fellow and the EDI team. This culminated in a paper containing the findings of the review and suggestions to consider implementing at the Institute in the future.

## Equality Impact Assessments (EIAs)

Equality Impact Assessments (EIAs) have now been embedded as good practice across the Institute. The EIAs have helped teams to review and monitor how their activities may impact different groups, and how to take relevant actions or mitigations to ensure the activity is accessible, diverse, and inclusive.

## Reasonable adjustments

The Institute has continued its reasonable adjustments policy by proactively asking individuals about any reasonable adjustments needed and accommodating these where possible. This has been undertaken during the recruitment process, and when teams have organised events and activities.

## Recruitment and employee retention

The Institute is committed to creating an environment where diversity is valued, and everyone is treated fairly.

In 2024, the Recruitment and the Professional Development teams developed and rolled out formalised training sessions in order to embed recruitment best practice and to upskill hiring managers across the Institute.

In autumn 2024, the Recruitment team trialled the sharing of interview questions several days in advance with candidates to allow for easier interview preparation. The aim was to reduce barriers during the recruitment experience by decreasing stress levels for candidates.

The Institute recognises the challenges relating to diversity in the AI and data science sector, and the Recruitment team have undertaken a number of activities to address these internally, including:

* Researching and trialling new job boards and platforms which focus on attracting a diverse pool of applicants.
* Identifying relevant partnerships to support underrepresented groups in the AI and data science sector.
* Creating and publishing a [moving to London microsite](https://www.turing.ac.uk/work-turing/why-work-turing/moving-to-london) on the Recruitment section of the Turing website. The microsite provides useful information to guide individuals who are relocating to London.
* Reviewing and updating the [employee benefits guide](https://www.turing.ac.uk/work-turing/why-work-turing/employee-only-benefits-guide) on the Turing website. The new document showcases parental policies and wellbeing support available at the Turing.
* Creating job description templates for the most common research positions (Research Assistant, Research Associate, Senior Research Associate). The simplified job descriptions with reduced listed duties aim to make those roles more attractive to suitable candidates who might find extensive job descriptions intimidating.
* Reviewing the Interview Panel Checklist taking Personal Emergency Evacuation Plans (PEEPs) into consideration. This checklist is shared with hiring managers as part of the interview pack ahead of the interview stage.

**Competency framework**

The Recruitment team have developed a competency framework which defines behavioural qualities required in all roles across our pay bands. These are the qualities and characteristics that contribute to individual and organisational success, and the intention is to incorporate the framework in the recruitment process to improve job descriptions and interview questions.

**Flex Legal scheme**

The Legal team recruited their first trainee solicitor from the [Flex Legal scheme](https://flex.legal/) in 2024. This scheme helps to diversify the legal profession by helping individuals from socially disadvantaged backgrounds to qualify as solicitors.

## Turing Research Fellowship scheme

The [Turing Research Fellowship scheme](https://www.turing.ac.uk/people/fellows/turing-research-fellows) provides researchers from a diverse range of backgrounds with placement opportunities and the training, mentoring and support to enable them to work across sectors and advance their careers. The 3-year Fellowships embed researchers in a Turing project for the first year, and then supports Fellows to find a placement in industry, government, or the third sector.

This scheme accommodates work abroad requests, flexible working, parental leave, part-time FTE and career opportunity engagement, and provides an individually allocated career development fund for training, mentoring and career development provisions. As part of the fellowship, researchers are given the opportunity to ringfence some of their time to engage in independent research work.

Women made up over half of the recruited cohort (55%) in 2023 - 24.

## Diverse Leaders project

The EDI team led on a project looking at the diversity of senior leadership at the Institute through four key activities:

1. Piloting a new strategy for attracting candidates to Director roles.
2. Reviewing recruitment data.
3. Conducting a series of in-person and online drop-in sessions and themed focus groups.
4. Conducting desk-based research and internal consultation.

The importance of this project was highlighted by an open letter from the Turing community to the Institute’s leadership in February 2024, following the appointment of four male Science and Innovation Directors in January 2024.

The Institute acknowledges the challenges in this area, including changes to the senior leadership structure, underrepresentation of certain groups in the data science and AI sectors, and gaps in available internal data.

The EDI team remains committed to driving this project forward, collaborating with teams across the Institute to implement the recommendations received.

## EDI Learning and Development

The EDI Learning and Development (EDI L&D) programme has been running successfully for three years. The programme has been continuously reviewed and adapted to incorporate feedback received from the Turing community.

The programme recognises the importance of ongoing learning and development for the Turing community in the continuously evolving EDI landscape within data science and AI. The programme is open to everyone in the Turing community, and the sessions have been designed to focus on learning about new or unfamiliar topics.

A wide variety of training sessions have been offered on topics throughout the year, such as race, reasonable adjustments, menopause, neurodiversity, trans awareness and mental health first aid.

## Turing Advance Programme

The Turing Advance Programme, the Institute’s leadership development programme, ran for its second year in 2024.

The programme was designed to support individuals who consider themselves to be underrepresented in senior positions at the Institute and/or the broader AI and data science sector. Individuals are equipped with tools and knowledge to progress their careers whilst also benefiting from a peer-to-peer support network.

## EDI network group activities

The Institute has four EDI network groups which are open to all within the Turing community: Disability and Wellbeing, Gender Equality, LGBTQ+, and Race Equality.

The role of the network groups is to act as ‘critical friends’ to the Institute and to provide staff and students with the opportunity to contribute to the developing EDI agenda by working closely with the EDI team and the EDI Advisory Group.

The network groups are responsible for providing support to the communities they represent at the Turing, creating a safe space for them to discuss relevant topics, raising awareness of important issues, organising events, and advancing initiatives and best practices.

A new co-chairs model was implemented in 2024, with two chairs appointed to lead each network group. This new model has improved the efficiency of the network’s operations and strengthened the diversity of the activities being delivered.

All the networks have continued to support and collaborate with each other on joint activities. This has included the following activities:

* The LGBTQ+ network group’s Pride Bake Sale in June 2024.
* The first cross-network social taking place before the Turing’s Christmas party in December 2024. This was an opportunity for all the network group members to get to know each other.

For 2025, the network groups are keen to continue connecting and building relationships with EDI networks at external organisations.

**Disability and Wellbeing EDI network group**

The Disability and Wellbeing network group has continued working with internal stakeholders to address the needs of the community.

This has included assisting the Academic Services and Wellbeing teams in reviewing the community’s wellbeing provisions (including the Headspace app, private medical and dental insurance, and the office facilities). The network group has also worked closely with the HR team on the Disabilities Declaration Form to make the process more accessible for applicants, employees and students.

During Mental Health Awareness Week (13-19 May 2024), the network group organised and supported a number of activities to highlight the theme of ‘movement’. Staff were also reminded about the wellbeing provisions available at the Institute and externally.

The Research Engineering Group (REG) and the network group have been working with [Blind in Business](https://blindinbusiness.org.uk/) on mock interviews to help people who are blind or partially sighted to get into the world of work more easily. REG also invited Ben Mustill-Rose (developer at the BBC) to give a presentation at the weekly REG tech talk series about accessibility and working in tech with a visual impairment.

**Gender Equality EDI network group**

The Gender Equality network group has focused on supporting the EDI team to improve gender-based equity in the workplace through policy recommendations and representation.

This has included providing detailed feedback to the Gender Pay Gap Report, Menopause Guidance, and short- and long-term strategies for increasing diversity in recruitment practices as part of the Diverse Leaders project.

Alongside this, the Co-Chairs have also set up four working groups within the network based on member topics of interest:

* Events
* Mentoring
* Policy
* Training

**LGBTQ+ Equality network group**

The network group has organised and participated in various activities to foster inclusivity across the Turing community. This has included hosting a festive lunch for members and allies, attending a local pub quiz night, and organising a private tour of [the Bishopsgate Institute’s LGBTQIA+ Collections](https://www.bishopsgate.org.uk/collections/lgbtqia-archives), which provided a unique opportunity to explore and appreciate the rich history of the LGBTQ+ community.

The network organised the annual Pride Month Bake Sale which raised funds for London-based LGBTQ+ charities.

The network also participated in the second LGBTQ+ Networks Roundtable, which was hosted by the Wellcome Trust in 2024. The roundtable brought together representatives from various LGBTQ+ networks and institutions[[1]](#footnote-2) to:

* Share challenges, best practices, and successes in establishing and maintaining LGBTQ+ staff and community networks.
* Explore governance models, formal structures, and methods for increasing leadership buy-in and support.
* Identify opportunities for collaboration, collective capacity-building, and shared events to enhance the visibility and impact of LGBTQ+ voices and initiatives.
* Discuss future planning for periodic meetings, resource-sharing, and activities that further LGBTQ+ inclusion, support and celebration.

**Race Equality EDI network group**

The network group marked Race Equality Week (5-11 February 2024), where staff shared their stories on the theme of ‘listen, act, change’.

During Black History Month in October 2024, the network organised a series of activities which included a quiz, sharing stories, signposting to national activities and compiling a reading list to create awareness.

The Chair also actively promoted the network through several platforms at the Institute to encourage individuals to become members and allies.

# Our role as a research institute

## HDRUK Black Internship Programme

The Institute participated in the [HDR UK Black Internship Programme](https://www.hdruk.ac.uk/study-and-train/train/health-data-science-black-internship-programme/) for the third year. The programme aims to tackle underrepresentation of Black people within the health data science sector. The Research Engineering Group (REG) hosted one intern in 2024, [Abie Alexander-Ikwue](https://www.hdruk.ac.uk/people/abie-alexander-ikwue/). During her internship, Abie worked with Maximilian Balmus (Research Associate) and Carlos Gavidia-Calderon (Research Software Engineer) on the development of a cardiovascular digital twin.

Abie has recently been elected as a Trustee of the [Society of Research Software Engineering](https://society-rse.org/about/governance/abie-alexander-ikwue/).

## Royal Statistical Society and EPSRC – Equity in grant funding: bias in EPSRC peer-review grants

EPSRC committed to an independent investigation into bias (racism, sexism, ableism, sexuality, ageism) in peer review of EPSRC’s grants in their [EPSRC EDI Strategy and Action Plan (2022-2025)](https://www.ukri.org/wp-content/uploads/2022/12/EPSRC-091222-EPSRC3YearEDIActionPlan2022-2025.pdf). The plan acknowledged the challenges faced by women and ethnic minorities such as contract precarity, institutional gatekeeping, bias and lack of trust in the funding review process.

The project, led by the Royal Statistical Society and the Turing, provided the first ever opportunity to examine ten years of EPSRC’s grant data which included demographic information of reviewers, panellists, and applicants, outcomes and reviewer comments. The Turing’s contribution involved an interdisciplinary mixed methods approach (using statistical methods, machine learning and qualitative methods) to explore and draw inferences about the nature and extent of bias in reviewer scores and comments over the past decade, and to identify ways of supporting inclusive decision-making and overcoming participation barriers.

The findings and recommendations of the project are now available to read in the [published report](https://www.ukri.org/publications/statistical-analysis-by-the-royal-statistical-society).

## Programmes

### Data-Centric Engineering (DCE)

The DCE programme was one of the first programmes to develop its own specific EDI plan by building solid EDI principles into the programme’s working practices and research activities, led by Katy Henderson (Programme Manager) and Gabin Kayumbi (Senior Research Community Manager),

The programme is working towards gathering some benchmarking data both within the Turing DCE team and within the broader DCE community. This will help provide a greater understanding of the composition of the community, and identify potential partners and activities the programme could support.

**Fundamentals of Human-AI collaboration and interaction**

Drew Hemment (Theme Lead for Humanities, Arts and Social Sciences in Data-Centric Engineering) has been awarded funding by the Arts and Humanities Research Council (AHRC) to conduct workshops with the aim of [exploring and shaping the convergence of the humanities with data-centric engineering](https://www.turing.ac.uk/theme-humanities-arts-and-social-sciences-x-data-centric-engineering), to enhance technological innovation while also ensuring that AI systems are ethical, inclusive, and deeply attuned to human experiences and values.

**Marine and Maritime**

Kimberely Tam (Theme Lead for Marine and Maritime), has been researching maritime autonomy, including the cybersecurity vulnerabilities of the AI used to captain autonomous vessels (projects include [SeXTANt (Secure X Trustworthy AI Navigation)](https://www.turing.ac.uk/research/research-projects/sextant-secure-x-trustworthy-ai-navigation) and [SAIMAS – Secure AI within Marine Autonomy Systems](https://www.plymouth.ac.uk/research/saimas)). Kim’s research suggests that successfully integrating AI and smart technologies into the maritime sector could help create more accessible roles for underrepresented groups, and she is currently helping to develop training programmes with the Marine and Coastguard Authority which could help increase the diversity of talent pools.

### Defence and Security

Two notable projects within the Defence and Security programme which focus on EDI-related themes include:

**Understanding and eliminating bias in large language models (LLMs)**

Large language models (LLMs) often inherit and amplify the biases present in the large datasets on which they are trained, risking the reinforcement of stereotypes and the marginalisation of certain groups. This project investigates various types of bias categories (social, interaction and other emerging bias) that affect model outputs, and analyses a range of approaches for identifying, mitigating, and evaluating bias in LLMs, in order to advance the development of ethical, fair, and effective AI systems. Members of the project team have authored several reports and delivered numerous presentations highlighting the risks of bias in AI systems.

**New accessible natural language processing-based service**

When delivering a new natural language processing (NLP)-based service for one of the Turing’s partners, the team worked with members of our partner’s Disabled Employee Network to assess the accessibility of the service, as well as using open-source tools (specifically the [WAVE evaluation tool](https://wave.webaim.org/)) to find any parts of the web graphical user interface (GUI) that were inaccessible to screen-readers. The tool has since been successfully implemented across the entire workforce of the partner organisation.

### Tools, Practices and Systems (TPS)

**Citizen science platform with Autistica project – AutSPACEs**

Using participatory methods, this project has built a citizen scientist platform which can be used to collect information about people's experiences navigating the world at scale. This will increase understanding of sensory processing in a way which improves the daily lives of autistic people. The data can be used to improve public and private spaces for autistic people, educate the public, and help create strategies to remove or mitigate the barriers that autistic people may face. All aspects of the project have been designed and developed in collaboration with members of the autistic community.

The active development of this project concluded in October 2024, with the project team handing future development over to Autistica.

AutSPACEs was featured as an example of ethics in citizen science within the [Open Science Meets Citizen Science](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Flibereurope.eu%2Farticle%2Fopen-science-meets-citizen-science-a-guide%2F&data=05%7C02%7Ckriaz%40turing.ac.uk%7Cbece7ec6cabf4734479708dcfaab1938%7C4395f4a7e4554f958a9f1fbaef6384f9%7C0%7C0%7C638660860990417474%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C0%7C%7C%7C&sdata=V%2FXf6d%2Fm1Jp7difsZ%2BpL7lLp8uMKcP5DDvhPn27z2Cc%3D&reserved=0) guide of the Association of European Research Libraries, edited by [Bastian Greshake Tzovaras](https://orcid.org/0000-0002-9925-9623) (Senior Researcher). The project was also featured in Autistica's [public reporting as part of their Inclusive Spaces Plan](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.autistica.org.uk%2Fnews%2Finclusive-spaces-plan&data=05%7C02%7Ckriaz%40turing.ac.uk%7Cbece7ec6cabf4734479708dcfaab1938%7C4395f4a7e4554f958a9f1fbaef6384f9%7C0%7C0%7C638660860990440466%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C0%7C%7C%7C&sdata=0KmKXkwAyQkuE5k38%2FTgjhl12M9mOM6fou9%2FGfycgpE%3D&reserved=0) to ensure spaces are more inclusive for neurodivergent people by 2030.

**The Turing Way**

The Turing Way is an open science, open collaboration, and community-driven project. The community of 1000+ members welcomes contributors from across the globe, who have authored 450+ chapters covering everything from accessibility to version control. The Turing Way project will be concluding at the Institute in 2025.

Key highlights for the Turing Way have included:

* The Turing Way's Accessibility working group have added an accessibility chapter to the project's [Community Handbook](https://the-turing-way.netlify.app/community-handbook/accessibility).
* A new chapter on [hosting events with members of the public](https://book.the-turing-way.org/collaboration/ppie-events) in the Turing Way was published in May 2024, integrating best practices developed by the Turing Way Accessibility working group and the Patient/Public Involvement and Engagement strand of the [AI for Multiple Long-Term Conditions](https://www.turing.ac.uk/research/research-projects/ai-for-multiple-long-term-conditions-research-support-facility) project.
* At the Chan Zuckerberg Initiative's Open Science meeting in June 2024, Malvika Sharan (Senior Researcher) hosted a panel on the representation of the Global South in open research spaces.

## Research events

The Turing has hosted and organised events focusing on themes and issues relevant to EDI.

**Open Source Initiative’s Deep Dive on AI series – September and October 2023**

The TPS programme ran and participated in two webinars as part of the [Open Source Initiative’s Deep Dive on Open-Source AI series](https://opensource.org/ai/webinars).

1. **Who is building open source AI – 21 September 2023**

This event, co-hosted by Arielle Bennett (Senior Researcher), Anne Steele (Research Community Manager), and Jennifer Ding (Senior Researcher), featured global perspectives on the largely unacknowledged efforts of Global South workers and language minorities to develop, annotate, moderate, and curate the data which is vital to the effective functioning of large language models in particular. This work is often low paid, with few employment protections. Speakers also highlighted the importance and difficulty of building models in languages other than English to preserve and capture their unique features. Adding their voices to a high profile consultation improves the diversity of debate and raises awareness of the variety of work needed across the industry. The event featured four international speakers: Abinaya Mahendiran (CTO of Nunnari Labs Coimbatore), David Gray Widder (Postdoctoral Fellow, Cornell University), Marzieh Fadaee (Senior Research Scientist at Cohere for AI), and Mophat Okinyi (Founder and CEO at Techworker).

1. **Operationalising the SAFE-D principles for open source AI – 14 October 2023**

Kirstie Whitaker (former TPS Programme Director) led a panel featuring David Leslie (Theme Director of Ethics and Responsible Innovation Research) and Victoria Kwan (Corporate Governance Research Ethics Manager) on [Operationalising the SAFE-D Principles](https://opensource.org/operationalising-the-safe-d-principles-for-open-source-ai/), discussing the practical realities of implementing ethical guardrails for AI research, and the Turing’s Research Ethics (TREx) process using the SAFE-D principles. These principles aim to ensure that EDI is embedded from the beginning of every research project conducted at the Institute.

**Turing PhD Connections – January-October 2024**

In 2024, the Skills team organised five Presentation and Networking Days, an event for early career researchers (ECR Connect) and a two-day national event for PhD students (PhD Connect).

All Connections events are designed to build a cohesive network of doctoral students from across organisations, helping them expand their professional circles, share their research, receive constructive feedback, and develop and strengthen skills. By promoting best practices and peer learning, these events complement and enrich participants' PhD programmes.

In order to promote accessibility and diversity, Presentation and Networking Days are free to attend, and several have been hosted at locations outside London, in collaboration with other Centres of Doctoral Training (CDTs). For many of the larger events including PhD Connect, significant budget was allocated towards access funds for attendees.

Through the Connections initiative, the Institute successfully engaged with a broader and more diverse PhD audience. EDI data from attendees highlights increased participation from students at smaller universities with limited funding, as well as from traditionally underrepresented backgrounds. These events provided valuable opportunities for such students to present their work and build networks at a national level. Notably, most Connections events achieved near-equal gender representation among attendees.

**Information and Misinformation through the Ages: Past, Present and Future – 9 February 2024**

Erin Young (Research Fellow in the Public Policy Programme) delivered [a keynote talk for the UK Science & Innovation Network and British Embassy Dublin (FCDO)](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.gov.uk%2Fgovernment%2Fnews%2Fbritish-embassy-celebrates-visionary-women-of-the-past-present&data=05%7C02%7Ckriaz%40turing.ac.uk%7Cd011c34cbd4c4772146808dcfd156158%7C4395f4a7e4554f958a9f1fbaef6384f9%7C0%7C0%7C638663515482219429%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C0%7C%7C%7C&sdata=fAqnxMq4QYYCgmdc2dvqVgql2QT8p%2FgPaX%2FdobAdAJ8%3D&reserved=0) in County Kildare, Ireland, to mark International Day of Women and Girls in Science.

**Frontiers of Artificial Intelligence Conference – 13-15 February 2024**

Erin Young gave a lecture at the [Frontiers of Artificial Intelligence conference](https://rsc-src.ca/en/events/frontiers-science-2024) in Ottawa, Canada, held by the Royal Society of Canada and the Royal Society titled ‘How does the inclusion problem in AI shape innovation and impact regulation? Challenges for policymakers, the private sector and civil society’.

**AI UK 2024 – 19-20 March 2024**

AI UK, the Turing’s annual showcase of data science and AI research, took place in 2024 at the Queen Elizabeth II Centre in London. The programme included a series of talks, demonstrations and workshops, a number of which touched on EDI themes, for example:

* [The New Real - Artistic and Queer Visions of AI Futures](https://youtu.be/miNt0Pm9xwA?si=IEH0Cf0-1ToUdcjA)
* [Nothing about us without us - genuine inclusion in AI and research](https://youtu.be/7QbYwqtwAXU?si=kIo7W0FGOVz2y34F)
* [Rebalancing Innovation: Women, AI and Venture Capital](https://youtu.be/oOl0xHm0R6Q?si=4YKlC-bHTjjR0Tuv)

The event had over 170 speakers, and delegates from 28 different countries.

The Events team have continued to make AI UK more diverse and inclusive. These efforts have included:

* Continuing to use a fully accessible venue, including improved wayfinding and signage.
* A commitment to diversity on panels.
* Talks and sessions celebrating diversity.
* Signposting step-free public transport access on the website.
* Access fund availability to cover expenses.
* Free live streaming for those unable to attend in person.
* A wellbeing room set aside as a quiet space for prayer and sensory breaks.
* A parent and child room set aside for breastfeeding.

**BCS Lovelace Colloquium – 4 April 2024**

The Institute was a Silver Sponsor in 2024 for the [BCS Lovelace Colloquium](https://bcswomenlovelace.bcs.org/) at the University of Liverpool, aimed at women and non-binary students in computer science. Katriona Goldmann (Research Data Scientist) and Ayesha Magill (Widening Participation Officer) spoke to students about opportunities at the Institute as well as careers in data science and AI more generally.

**Hopper Colloquium – 24 May 2024**

Nathan Simpson (Research Software Engineer) and Penelope Yong (Research Data Scientist) attended the [Hopper Colloquium for Women in Computer Science](https://www.ucl.ac.uk/computer-science/about/equity-diversity-and-inclusion/gender-equality-athena-swan/london-hopper-colloquium) at University College London. The event is for women academic researchers across the UK who are building a career in computer science. It featured women speakers talking about their research, a spotlight competition open to postgraduate research students, and opportunities to network with other new researchers in computing. This was a useful platform for Nathan and Penelope to introduce REG to aspiring researchers, and to identify communities that REG may target for recruiting.

**STEM Women Graduate Careers – 19 June 2024**

Katriona Goldmann and Penelope Yong spoke to over 100 attendees at the Queen Elizabeth II Centre in London about career opportunities for women at the Institute, and the role of research software engineers.

**Women Pivoting to Digital Taskforce – July 2024**

The Women in Data Science and AI project team ran a Digital Skills for Government workshop at the British Computer Society (BCS) with the City of London Corporation’s Women Pivoting to Digital Taskforce. The workshop brought together experts to create a list of key policy recommendations for the government to support the inclusive development of specialist digital skills for a diverse AI workforce.

**RSECon – 3 September 2024**

Martin O'Reilly (Director of REG) and REG colleagues gave a talk at the [2024 Research Software Engineering Conference (RSECon24)](https://virtual.oxfordabstracts.com/event/49081/submission/143) on improving diversity and inclusion for research technical professionals.

**Lovelace-Hodgkin Symposium: Building an Ethical Framework for Inclusive AI – 2-4 October 2024**

The [Lovelace-Hodgkin Symposium 2024](https://www.gla.ac.uk/research/az/datascience/events/lovelace-hodgkinsymposium/), hosted at the University of Glasgow, provided a platform for professionals in AI and EDI to share their expertise and insights with the public, staff and students.

This featured a presentation from Chris Burr (Head of the Innovation and Impact Hub at the Institute), titled ‘Trustworthy and Ethical Assurance: A Practical Approach to the Responsible Design, Development, and Deployment of Data-Driven Technologies’. He explained the practical steps to operationalise ethical goals such as fairness and explainability throughout the project lifecycle of AI systems.

# Our role as a national body

## Widening access to careers in defence and security

For the past two years, the Institute has worked with partners in the defence and security sector and a youth education partner to design and facilitate the Turing Summer Experience.

The programme aims to make careers in data science and AI more appealing and accessible to 16- and 17-year-old A-level students from lower income socio-economic backgrounds.

In 2024, the programme expanded to three cities across England and Wales. 135 students participated in the programme with 91% of participants meeting one or more of the three socioeconomic criteria, and 41% identifying as female and 29% identifying as from a Black background.

Students engaged in hands-on activities and real-world challenges during each week-long experience, and attended sessions on various data science topics, delivered by Turing researchers and Enrichment Students.

The Turing Summer Experience was a finalist at the [Knowledge Exchange Awards November 2024](https://ke.org.uk/news/ke-awards-2024-finalists-announced/), in the ‘Innovation in Equality, Diversity and Inclusion through Knowledge Exchange’ category.

## Polar Portals

[Polar Portals](https://www.turing.ac.uk/polar-portals) is a school outreach programme designed to connect children from inner-city schools with ethnically diverse polar scientists working in the Antarctic. The project is led by [Polar Impact](https://www.polarimpactnetwork.org/) and funded by the Turing.

Evaluation of the Polar Portals project was commissioned in January 2024, which included recommendations that supported scaling up the school’s session to be delivered to more schools in the future.

## Women in Data Science and AI project

In 2024, the [Women in Data Science and AI](https://www.turing.ac.uk/research/research-programmes/public-policy/public-policy-themes/women-data-science-and-ai) project team launched two high-profile reports for their project ‘Rebalancing Innovation: Women, AI, and Venture Capital in the UK’.

* [Women miss out on AI venture capital investment](https://www.turing.ac.uk/news/women-miss-out-ai-venture-capital-investment-new-analysis-finds). The team organised a launch event in October 2023 which included panellists from Google DeepMind and the *Financial Times*, at the Royal Society in London.
* [Boost capital funds for women-led AI startups](https://www.turing.ac.uk/news/boost-capital-funds-women-led-ai-startups-say-researchers). The team held a panel at [AI UK 2024](https://youtu.be/oOl0xHm0R6Q?si=4YKlC-bHTjjR0Tuv) to launch the report featuring panellists from Google DeepMind and the British Business Bank.

The reports provided a number of recommendations for improving access to venture capital funding for women-led AI businesses in the UK, including a call for investors to ringfence capital specifically for female and other underrepresented entrepreneurs.

As part of the project’s external engagement strategy, the team also [filmed a promotional video](https://www.youtube.com/watch?v=IMNvTzs1SwM) to celebrate the launch on International Women’s Day, 8 March 2024.

The team have undertaken a [number of talks and panels](https://sciencecouncil.org/blog/2024/04/09/report-launched-for-the-workforce-skills-conference/) as part of their external engagement strategy. The two reports have also received national and international media and press coverage, including in the [*Times*](https://www.thetimes.co.uk/article/female-founders-miss-out-on-ai-funds-snf0cqcvt) and the [*Guardian*](https://www.theguardian.com/technology/2023/oct/04/female-founded-ai-startups-win-just-2-of-funding-deals-in-uk).

## Turing-Roche Community Scholar scheme

The [Turing-Roche Strategic Partnership](https://www.turing.ac.uk/research/research-projects/alan-turing-institute-roche-strategic-partnership) is a five year collaboration which launched formally in June 2021 and sits under the [Health and Medical Sciences programme](https://www.turing.ac.uk/research/research-programmes/health-and-medical-sciences) at the Turing. The scheme supports the development of early career researchers, and projects undertaken as part of the scheme have focused on EDI-related themes, for example a chapter in the Turing Way handbook on [the risks of bias in research](https://book.the-turing-way.org/project-design/risks-of-bias).

Further information on the scheme and all the outputs can be found in the [Turing-Roche Community Scholar scheme 2023/24 yearbook](https://www.turing.ac.uk/sites/default/files/2024-10/turing-roche_yearbook.pdf).

## Centre for Emerging Technology and Security (CETaS)

The Turing’s [Centre for Emerging Technology and Security (CETaS)](https://cetas.turing.ac.uk/) have continued to annually review their EDI guidelines to further improve on their implementation and ensure good practice is followed.

In 2023, CETaS held its first Annual Showcase, attracting delegates from across government, academia and industry, and hosted a panel with senior policymakers on EDI in national security. In 2024, the Annual Showcase featured a session on the Turing’s efforts to widen access for underrepresented groups to careers in defence and security, including the Turing Summer Experience.

# Looking ahead

There has been a lot of significant and impactful EDI work carried out by teams across the Institute during the period 2023-2024.

Looking ahead to 2025, the EDI team will continue to collaborate with teams across the Institute to embed EDI in its activities.

Key areas of focus for 2025 include:

* Publishing a new EDI Strategy and Action Plan.
* Reviewing the EDI Learning and Development Programme.
* Progressing with the Gender Pay Gap Report and Action Plan.
* Working on diverse recruitment and promotion of senior leaders.
* Publishing a trans and non-binary policy.
* Continuing to work with the EDI network groups.
* Developing guidance for supporting parents and carers returning to work.
* Supporting teams to develop their own EDI Action Plans.
* Continuing to work on widening access to careers in defence and security.

# Section 2: Data analysis and reporting

Section 2 presents the diversity monitoring data for different areas of the Institute during the period 2023-2024. The data captured in this report are sourced from:

* Turing employees via Cezanne (internal HR system)
* Turing Fellows via Flexigrant
* Early career programmes via Flexigrant, including:
	+ Data Study Groups
	+ Post-doctoral Enrichment scheme
	+ Turing Internship Network
* Speakers and attendees at AI UK 2024 via Eventsforce
* Recruitment via In-Recruiting

Anyone who engages with the Institute (Fellows, staff, students and event attendees and speakers) is asked to complete an optional diversity monitoring form. It is voluntary for individuals to disclose this personal information. Those who choose to do so allow us to have a better understanding of the composition of our community.

We use the condition in [Paragraph 8 of Part 1 of Schedule 1 of the Data Protection Act 2018](https://www.legislation.gov.uk/ukpga/2018/12/schedule/1/enacted), which allows for processing of certain categories of special category data for monitoring equality of opportunity or treatment.

By collecting diversity monitoring data, we are able to make year on year comparisons using the [Higher Education Statistics Agency (HESA)](https://www.hesa.ac.uk/data-and-analysis) as a comparative dataset. We summarise our data into similar categories used by HESA and use the [HESA Standard Rounding Methodology](https://www.hesa.ac.uk/about/regulation/data-protection/rounding-and-suppression-anonymise-statistics). This methodology is used to ensure that any raw personal data is protected and anonymised by using the rounding and suppressing methodology. This allows us to protect personal data and reduces the risk of re-identifying individuals from published statistical data tables.

The HESA Standard Rounding Methodology rules are detailed below:

1. All numbers are rounded to the nearest multiple of 5.
2. Any number lower than 2.5 is rounded to 0.
3. Halves are always rounded upwards (e.g. 2.5 is rounded to 5).
4. Percentages based on fewer than 22.5 individuals are suppressed.
5. Averages based on 7 or fewer individuals are suppressed.
6. The above requirements apply to headcounts, FPE and FTE data.
7. Financial data is not rounded.

The data analysis consists of the anonymised statistical data tables with an accompanying narrative on the following protected characteristics:

* Sex
* Age
* Disability
* Ethnicity

The following conditional formatting has been used to highlight the cell values in the statistical data tables.

|  |  |
| --- | --- |
| **Key** | **Description** |
|  | HESA comparator dataset |
|  | Greater than the HESA comparator dataset |
|  | Less than the HESA comparator dataset |
|  | Less than or equal to the HESA comparator dataset |

**Items to note**

There are limitations using HESA as a comparative dataset as it includes roles across academia, rather than only those within data science and AI.

Due to the application of HESA Standard Rounding Methodology to suppress data and the small size of some datasets, detailed data analysis and meaningful insights have sometimes not been provided, as it would increase the risk of re-identifying individuals. Additionally, there may be underreporting or a lack of disclosure for certain protected characteristics in the statistical data tables, making it difficult to draw definitive conclusions.

## Turing employees by personal characteristics

Employees are asked to voluntarily complete their diversity monitoring form annually. 72% of employees referenced in this report completed diversity monitoring forms, allowing us to collect data on their ethnicity and disability status. Statistics on gender and age are drawn from HMRC data.

We have categorised employees working in the professional services area based on whether they are on a permanent or fixed-term contracts.

Overall, the diversity of the Turing community is generally reflective of the higher education sector, with some areas performing slightly better, and others requiring improvement. The trends observed in the 2024 datasets are generally consistent with the 2021-2023 datasets.

**Table 1: Proportion of Turing employees by personal characteristics**



**Sex**

The Institute has a higher proportion of female staff (69%) working in professional services compared to research (37%). When compared to HESA data, we have slightly higher levels of females working in professional services (69%) compared to HESA data (63%), and significantly lower levels of female researchers (37%) compared with the HESA data (49%).

**Age**

There is a higher proportion of individuals aged 26-35 working in research (58%) compared to the same age group working in professional services (42%). In comparison, there is a lower representation of individuals aged 41 and over working in the professional services and research roles.

Both professional services and research roles have a lower representation of individuals aged 41 and over than those aged under 40, with all age categories aged 41 and over each comprising 13% or under of the total.

**Disability**

In 2024, there was a higher rate of those reporting a disability compared to previous years, including 33% of those working in professional services and 55% of those working in research. This is a significant increase compared with 2023 and 2022, where less than 13% of professional services staff and less than 10% of research staff reported a disability. Beginning with 2021-2022, we stopped identifying those who have a disability by asking them "Do you consider yourself to be disabled?" and moved to the government's harmonised standard for reporting, asking:

* Do you have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more?
* Do you experience barriers or limitations in your day-to-day activities related to any disability, health conditions or impairments?

The significant increase in those reporting a disability in 2024 is likely due to this new method of reporting combined with increased efforts to collect data from employees.

**Ethnicity**

Although the White ethnicity group at the Institute has a lower representation in comparison with the HESA datasets (77% for professional services and 68% for research), it has the highest representation at the Institute (53% for professional services and 46% for research).

Since 2021, there has been a slight, steady increase in the representation of Black and Asian employees at the Institute. The percentages of individuals identifying as Black, Asian, Mixed, or Other ethnicities in professional services and research roles are either slightly higher or are in line with the HESA datasets. These groups still have low representation across the Institute and in the wider higher education sector compared to the White ethnicity group.

## Turing employees by personal characteristics and pay bands

Due to the application of HESA Standard Rounding Methodology to suppress data and the small size of some datasets, no detailed data analysis has been provided for research roles in pay bands 1-2 or for any professional services or research roles in pay bands 5-8. The percentage details have been suppressed in the table as they amount to fewer than 22.5 people.

**Table 2: Proportion of Turing employees by personal characteristics and pay bands**



**Sex**

The Institute has a higher proportion of female staff (76%) working in professional services in pay bands 1 and 2 compared to the higher education sector (63%). Conversely, there is a lower percentage of male staff (22%) working in professional services in pay bands 1 and 2 compared to the higher education sector (37%).

There is a higher proportion of females (58%) working in professional services in pay bands 3 and 4 compared to males (40%). Conversely, there is a higher proportion of males (58%) working in research roles in pay bands 3 and 4, compared to females (40%).

**Age**

There is a higher proportion of individuals aged 26-40 working in professional services in pay bands 1 and 2 (75%) compared to those aged 41 and over, with a percentage of less than 10% for each of these categories.

There is a higher proportion of individuals aged 26-35 working in research roles in pay bands 3 and 4 (65%) compared to the same age group working in professional services (less than 37%).

Both professional services and research roles in pay bands 3 and 4 have a lower representation of individuals aged 41 and over, with a percentage of less than 17% for each of these categories.

**Disability**

There is a higher proportion of individuals with a known disability in professional services and research roles for pay bands 1-4 (35%) in comparison to the HESA datasets (9% for professional services and 7% for research).

**Ethnicity**

Although the White ethnicity group at the Institute has a lower representation in professional services and research roles in comparison with the HESA datasets (77% for professional services and 68% for research), it has the highest representation at the Institute (49% for professional services in pay bands 1 and 2 and 59% and 46% respectively for research in pay bands 3-4).

The representation of Black, Asian, Mixed and Other ethnicities in professional services is higher in pay bands 1 and 2 compared to the higher education sector. However, these groups still have a low representation across the Institute and in in the wider higher education sector compared to the White ethnicity group.

## Turing employees by personal characteristics and progression status

Due to the application of HESA Standard Rounding Methodology to suppress data and the small size of some datasets, no detailed data analysis has been provided for any new roles, lateral moves or temporary positions in research, and the percentage details have been suppressed in the table as they amount to fewer than 22.5 people. The progression opportunities for professional services and research roles at the Institute have been categorised into the following categories:

* **Promotion:** includes promotions, job regrades or moves from research assistant to research associate.
* **New role/lateral moves:** includes new roles, offers of a permanent role, passing probation, role reviews, or contract renewals.
* **Temporary positions:** includes acting-up positions, secondments, fixed term contracts and additional responsibilities with an end date, at which point the individual reverts to their previous role.

**Table 3: Proportion of Turing employees by personal characteristics and progression status**



**Sex**

There is a near-balance between female (51%) and male (49%) employees being promoted.

**Age**

There is a higher proportion of individuals aged 26-30 (38%) being promoted than from other age categories, and the rate of promotions is declining for those aged 41 and over, with a percentage of less than 10% for each age category.

**Disability**

More than 95% of individuals who were promoted had no known disability.

**Ethnicity**

The White ethnicity group at the Institute had the highest number of promotions (51%). Black, Asian, and Other ethnicity groups had the lowest number of promotions with each group making up less than 5%. The Mixed ethnicity group is slightly better represented at less than 10%, but still has a lower proportion compared to the White ethnicity group.

It is difficult to provide more insights for this category, as 41% of individuals did not disclose their ethnicity (marked as ‘no answer’).

## Turing Fellows by personal characteristics

Following a refresh of the Turing Fellowship scheme, 51 new Turing Fellows were appointed on 1 March 2024. Fellows were recruited from across the UK, with broad research expertise, and were aligned to the Institute’s priorities in environment and sustainability, fundamental research in data science and AI, building skills for the future, and driving an informed public conversation.

In addition, Turing Fellows who had been appointed for the period 2021-2023 had the opportunity to extend their Fellowships for twelve months to September 2024. This meant the Institute had two distinct groups of Turing Fellows in 2024.

As there were no new Turing Fellowship calls in 2022-23, there is no data comparator analysis in this report.

**Table 4: Proportion of Turing Fellows by personal characteristics**



**Sex**

Males represent the largest percentage of applications (70%) and successful applications (53%). In comparison, female applications made up only 23% of the total, and only 37% of total successful applications.

**Age**

Those aged 36-40 remain the dominant age group for applications (27%) and successful applications (27%).

There is low representation of those aged 25 and under, 26-35 and 46 and over for both applications and successful applications, with percentages of less than 15% for all these categories.

**Disability**

Over 90% of applicants and 88% of those awarded a fellowship had no known disability.

It is difficult to provide more insights for this category, due to a potential underreporting and lower disclosure rate for disability in this dataset.

**Ethnicity**

The White ethnicity group, accounting for 68% in the higher education sector, had the highest number of applications (49%), however they had a lower success rate (25%) compared to other ethnicity groups.

The Asian ethnicity group, accounting for 13% of the higher education sector, had the highest percentage of successful applications (33%) followed by the Mixed ethnicity group with 31%.

There remains a low representation of applications and successful applications for the Black ethnicity group, with percentages of less than 5% for each.

## Data Study Groups (DSGs) by personal characteristics

The award-winning [Data Study Groups](https://www.turing.ac.uk/collaborate-turing/data-study-groups) are a sprint research activity aimed at PhD-level researchers and industry which usually run over the course of a week. They connect organisations with a broad range of data science and AI experts to tackle real world challenges.

DSGs are a learning and knowledge exchange opportunity for researchers to apply their academic skills in real world contexts, helping the Turing to meet its goal of building skills for the future.

Data Study Groups took place in December 2023, May 2024 and September 2024. As an example of DSG content, the May 2024 DSG worked with Mastercard to focus on addressing bias in [AI models for financial transactions](https://www.turing.ac.uk/events/data-study-group-may-2024), and to look at the broader socio-technical landscape of the financial sector.

For in-person DSGs, the Institute provides lunch and dinner and covers travel and visa costs of up to £200 for those based in the UK and up to £300 for those who live abroad. Accommodation is also provided for those who live outside London.

Since 2021, the number of applications to participate in DSGs has increased, alongside the number of awards being granted (though the number of awards declined from 2022-23 to 2023-24).

* 2021-22 DSGs: 195 applications, 90 awards.
* 2022-23 DSGs: 240 applications, 150 awards.
* 2023-24 DSGs: 185 applications, 125 awards.

**Table 5: Proportion of Data Study Group awards by personal characteristics**



**Sex**

The percentage of male applications and successful applications has remained consistent since 2021. The percentage of female applications and successful applications has increased since 2021, though has declined slightly from last year.

**Age**

In the 2023-24 DSG, the highest percentage of applications and successful applications came from those aged 25-29 (41% of applications, 44% of awards) and from those aged 30 and older (39% of applications, 38% of awards).Those aged 21-24 made up 17% of the applications, with a success rate of 14%.

**Disability**

Over 95% of applicants and over 90% of successful applicants had no known disability. It is difficult to provide more insights for this category, due to a potential underreporting and lower disclosure rate for disability in this dataset.

**Ethnicity**

The White ethnicity group, accounting for 74% of the higher education sector, had the lowest number of applications (25%) and successful applications (33%) compared to the other ethnicity groups.

The Asian ethnicity group, accounting for 10% of the higher education sector, had the highest percentage of applications (40%) and successful applications (39%) compared to other ethnicity groups. This trend has remained consistent with previous DSGs.

The Black ethnicity group, accounting for 4% of the higher education sector, had the lowest percentage of applications (10%) and successful applications (less than 5%).

The trends observed in the 2024 datasets for ethnicity groups are generally consistent with the 2021-2023 datasets.

## Enrichment scheme by personal characteristics

The Turing Enrichment scheme ran for its ninth year in 2024. The scheme supports doctoral students who are looking to enhance and broaden their research within the Turing community. Applications are welcomed from a diverse range of backgrounds and disciplines, and applicants are encouraged to consider how their area of interest aligns with the Turing’s areas of research.

As with previous years, the Enrichment scheme has continued to offer additional financial support to students. A placement award is offered to students who are attending the Institute in person, to support with their travel costs. Students also have access to an Enrichment training support fund of £1000 to support their studies. A community award is offered to students who are studying remotely for nine months.

Placement awards are funded at different levels according to distance from London, in order to support the costs of travelling to the Institute, with an expectation of 8 days of in-person engagement a month per minimum.

An access fund is available to placement applicants and a hardship fund is available to both placement and community applicants. The access fund supports inclusion for those who would otherwise be disadvantaged due to disability, a caring responsibility or geographical location. The hardship fund provides financial support to students who experience unexpected financial difficulties during their placement.

In 2024, 10% of students offered a placement award were also granted an access fund award, compared to 16% in the 2023 call.

One application was received in 2024 for the hardship fund, which was awarded.

As it is not possible to directly compare the previous Enrichment calls, due to changes in the scheme and the application process, there is no data comparator analysis in this report.

Due to the application of HESA Standard Rounding Methodology to suppress data and the small size of the datasets, no detailed data analysis and meaningful insights have been provided for the community awards. The report only includes data analysis for the placement awards.

In the 2024-25 Enrichment scheme, there were:

* Placement: 165 applications, 50 awards.
* Community: 50 applications, 20 awards.

**Table 6: Proportion of studentships by personal characteristics**



**Sex**

Males represent the largest percentage of applications (56%) and successful applications (55%). In comparison, the percentage of female applications (39%) and successful applications (43%) is lower.

**Age**

Those aged 25-29 remain the dominant age group for applications (55%) and successful applications (65%).

There is low representation of those aged 21-24 and 30 and older for applications and successful applications, with percentages of less than 23% for each of these categories.

**Disability**

14% of applicants and 16% of successful applicants had a known disability, which is in line with the HESA datasets (15%). It is difficult to provide more insights for this category, due to a potential underreporting and lower disclosure rate for disability in this dataset.

**Ethnicity**

The White ethnicity group, accounting for 74% in the higher education sector, had the highest number of applications (43%) and successful applications (55%).

The Asian ethnicity group, accounting for 10% of the higher education sector, had the second highest percentage of applications (29%) and successful applications (24%).

Although the representation of Black, Mixed and Other ethnicities for applications and successful applications is higher compared to the higher education sector (4%), there is still a low representation of these groups in the Enrichment scheme, with percentages of less than 14% for each category.

## Turing Internship Network by personal characteristics

The Turing Internship Network is a nationwide engagement scheme that connects doctoral students interested in acquiring industry experience with businesses and organisations seeking to address real world challenges using data science.

**Table 7: Proportion of Turing internships awarded by personal characteristics**

**Sex**

There was a higher percentage of males applying (59%) and receiving an internship (63%) compared to females applying (35%) and receiving an internship (33%). The trends observed in the 2024 datasets for sex are generally consistent with the 2023 datasets.

**Age**

The highest percentage of applications came from those aged 25-29 (53%), however, they were awarded only 29% of internships. Those aged 30 and older made up 28% of the applications and received the highest number of internships (38%). Those aged 21-24 made up 17% of applications and received 29% of internships.

**Disability**

There has been an increase of 22% of individuals with a known disability being awarded an internship in 2024 (33%) compared to 2023 (11%). This is 18% higher than the higher education sector, where 15% of individuals have a known disability.

**Ethnicity**

The White ethnicity group, accounting for 74% in the higher education sector, had the highest percentage of internships awarded (71%) compared to the other ethnicity groups.

The Asian ethnicity group, accounting for 10% in the higher education sector, had the highest percentage of applications (38%), however they had a lower success rate (less than 10%).

The Black ethnicity group, accounting for 4% of the higher education sector, had less than 10% of applications and internships awarded. This is a slight improvement compared to 2023 when no Black applicants were awarded an internship.

Although the representation of Black, Mixed and Other ethnicities for applications and successful applications is higher than the higher education sector, there is still a low representation of these groups in the internship scheme with percentages of less than 10% for each category.

## Attendees and speakers at AI UK 2024 by personal characteristics

AI UK, the Turing’s annual showcase of data science and AI, took place on 19 and 20 March 2024. There were 1,225 attendees and 125 speakers at the event.

**Table 8: Attendees and speakers at AI UK 2024 by personal characteristics**



**Sex**

The trend for female and male attendees and speakers has remained generally consistent with previous AI UK events. There was a broadly equal amount of female (39%) and male (38%) speakers.

**Age**

Those aged 25-34 remain the largest age group for attendees (23%) and speakers (17%). However, there has been a slight decrease for this age group since 2022, where they made up 29% of attendees and 21% of speakers.

Those aged 35-44 remain the largest age group for speakers (29%).

There is low representation for those aged up to 24 and 45 and over with percentages of less than 13% for both attendees and speakers in each of these categories.

It is difficult to provide more insights for this category, as 39% of attendees and 31% of speakers did not disclose their age (marked as ‘no answer’).

**Disability**

Over 90% of attendees and 89% of speakers had no known disability.

It is difficult to provide more insights for this category, due to a potential underreporting or lack of disclosure for disability in this dataset.

**Ethnicity**

The White ethnicity group had the highest percentage of attendees (54%) and speakers (62%), compared to the other ethnicity groups.

There is a low representation of Black, Asian, Mixed and Other ethnicities with percentages of less than 10% for both attendees and speakers in each of these categories.

The trends observed in the 2024 dataset for ethnicity groups are generally consistent with the 2022 and 2023 datasets.

1. Including EDI leads and network representatives from: Wellcome Trust, The Francis Crick Institute, Roche Diagnostics and Roche Products, and The Alan Turing Institute. [↑](#footnote-ref-2)