

Due to the current Covid-19 pandemic, we have extended our existing action plans by one year, as detailed below to progress our AS goals through the following actions:

Action 1: Recognising the unequal effects of the COVID-19 pandemic on female scientists

A recent survey has revealed that female scientists, especially those in the bench sciences and with young children have to date experienced a substantial decline in time devoted to research during the Covid-19 pandemic. This could have important short- and longer-term effects on their careers. To address this worrying issue, we have devised a bespoke coaching and support programme in collaboration with the Presence in Action Collective, Edinburgh.

Milestone: a unique package of four 1:1 coaching sessions in combination with group work will be offered to 8 academics (of all genders).

Measure: Survey of participants shows >90% in positive responses to questions around work life balance / local institutional support following the programme.

Action 2: Building a better research community.

We are keen to build a research ethos within Roslin that is creative, inclusive and honest. We recognise that current practices within academia can prioritise outputs at almost any cost. This is damaging people's wellbeing and undermining the quality of research. At The Roslin Institute, we are keen to re-imagine how research is conducted and to achieve a successful research culture.

Milestone: Hold up to 11 focus groups, consisting of a mix of representation in order to share a diverse range of experience and practice.

Measure:

1. The Institute's Senior Management Group will work with appropriate committees to undertake some of the solutions proposed and maintain the dialogue necessary to improve culture.
2. If significant issues are detected, management will work with all appropriate Committees to ensure an appropriate investigation (internal and/or external) of the issues takes place.

Action 3: Creating an environment where race is celebrated.

From the unequal effects and costs of the Covid-19 pandemic on Black, Asian and Minority Ethnic members of our community, to global protests and conversations about discrimination and racial injustice, the events of the past months have highlighted the pressing issue of racial inequality. We propose to start a discussion about how, as an Institute, we can support Black And Ethnic Minority colleagues of all genders, and proactively change things for the better with regard to the diversity of our workforce and student community.

Milestones:

- Collate resources on how to be a better BAME Ally and a guide to seeking support within the University of Edinburgh by providing a list of web links.
- Ensure better signposting of reporting processes and advice mechanisms (e.g.dignity and respect advisors) to all staff and students

- Work with university colleagues to ensure that the incident reporting process is easy to access and understand and is more transparent.

Measures:

1. Current AS action plan will be reviewed to ensure that actions will benefit staff of all ethnicities, when not specifically targeted at BAME staff.
2. We will recruit SAT members with protected characteristics not currently represented on the team.
3. High recognition of EDI principles identified in staff survey.