

The delivery of a fair and supportive working environment for staff is an important part of the UK Data Service. We recognise the value that diversity, equality and inclusion brings and recruit, develop, retain and motivate an increasingly diverse workforce.

“As the UK’s only nationally funded research infrastructure for curating and providing access to social science data, our practices, especially around data curation and secure access to data, have been influential across the world.”

Professor Matthew Woollard, Director, UK Data Service.

1960

Diversity, Equity and Inclusion (DEI)

2020 & BEYOND



## White supremacy

**1970** – The Government Statistical Service began to deposit government surveys with the UK Data Archive, including British Cohort Study and National Child Development Study.

**1968** – Establishment of Ginger, radical student news alternative to Wyvern news as a result of protests against Enoch Powell visit to the university just before his Rivers of blood speech.

**1967** – UK Data Archive is established at University of Essex.

## White indifference

**2012** – ESRC appointed the UK Data Archive as lead partner of the UK Data Service, with partners Cathy Marsh Institute, EDINA, UCL and Jisc. Under 10% people working at UKDA from black and ethnic minorities\* at any level throughout the department.

**2010** – The Equality Act defines race as including colour, nationality, or national or ethnic origins.

**1991** – First UK census to record recipient’s ethnic group.

## White awareness

**2023** – Podcast to promote the use of UK census data 2021 to launch the Ethnicity data campaign.

**2022** – Research into the impact of homelessness of black and minority ethnic communities.

**2020** – Promoting research and media using UK Data Service data collections that evidence racial inequalities to drive equality and policy reform, as a reaction to George Floyd murder.

**2018/19 onwards** – 15-20% people working at UKDA from black and ethnic minorities\* throughout the department. University-wide training to eliminate unconscious prejudice biases in recruitment and work.

## White allyship 2020s – future

Actively decolonising the curriculum.

Developing new policies and processes to improve diversity and inclusivity, including networks, training, system change, recruitment.

Driving greater diversity in social science teaching, learning and data management, to increase diversity across research and drive equality.

**2023** – Continue to ingest, curate and promote ethnicity data in the UK for research (including Centre on the Dynamics of Ethnicity – as the largest collection in UK).

Drive equal opportunities through education, capacity building, inclusivity and racial empowerment across RDM and social sciences.

**2021** – Continue to lead changes in data methodologies and practices to drive diversity equality and inclusion: #IdentityInData (Jisc,)

Based at the University of Essex since 1967, the UK Data Archive is home to the UK’s largest collection of social research, economic and population data. As lead partner of the UK Data Service, we provide researchers with support services, training and access to the data we hold. Funded by UK Research and Innovation, through the Economic and Social Research Council, we provide active, long-term preservation as a Trusted Digital Repository for national data resources and other research data.

**Diversity** – the variety of people and ideas within an organisation.

**Equity** – eliminating systemic barriers and privileges, and ensuring all people have fair access, opportunity, resources and power to thrive.

**Inclusion** – creating an environment in which all individuals feel valued and connected.

\* Aggregate data taken from UKDA recruitment gender and ethnicity survey, University of Essex; Grades 4 – 11, 2017 – 2023

Photo by Pro Church Media, Clay Banks and Priscilla Du Preez on Unsplash

**Authors**  
2023 – Hakens, G. and Webb, J., University of Essex

**References**  
2020 – Singh, G. – From white supremacy to white allyship continuum [developed in aftermath of George Floyd murder]  
2018 – Bourke, J. and Dillon, B – Deloitte diversity and inclusion maturity model – Identifying where your organisation is on the continuum.

