

## R&D People and Culture Ministerial Coordination Group, June 2023 meeting

Minister Freeman opened the meeting by reflecting on the importance of the UK using its position as an international leader on research culture issues to advance its global science and technology superpower ambitions.

Minister Freeman noted that a range of government and sector-led activity continues to take place to support people and research culture since the publication of the R&D People and Culture Strategy in July 2021. Minister Freeman thanked the MCG members for their continued support in taking action across the range of People and Culture Strategy objectives.

MCG members outlined several shared priorities to continue implementing the People and Culture Strategy, based on reflections from implementation work since the last meeting in January 2022. These included:

- Scaling and improving the sharing of best practice across the R&D sector and organisations.
- Foresighting of future technical and professional skills needs to meet employer demand and R&D sector needs.
- Supporting diverse career paths, via entry routes and increased porosity.

MCG members agreed on the need for a clear and co-ordinated series of steps to deliver on these priorities, including how to incentivise, reward and celebrate positive actions in support of these priorities.

Minister Freeman asked that the MCG work together to develop a 12-18 month delivery proposal for the next phase of activity to support the People and Culture Strategy objectives and themes. This proposal should include collective actions to be taken, identifying options to work with others across the R&D system and outside the MCG, and realistic and measurable success measures to assess ongoing and future impacts of activities.

Minister Freeman suggested that MCG consider an autumn “moment” on People and Culture related work, celebrating success and setting out the vision for next phase of activities to support the People and Culture Strategy priorities, as well as wider sector and Government activities and priorities underpinned by the UK Science & Technology Framework.

The meeting closed with agreement that DSIT officials will follow up with MCG members on next steps, including exploring options for testing MCG work with sector representatives, including a selection of cross-career stage researchers.