

# REF2021 Unit of Assessment equality and diversity checklist

## 1. Unit of Assessment Panel membership takes account of diversity

Comments

## 2. All Unit of Assessment Panel members have undertaken REF21 Equality and Diversity Training before final decisions are made around the selection of staff for submission

Comments

## 3. The Chair opens meetings with a reminder of the REF21 E&D principles, highlighting issues relating to unconscious bias

Comments

## 4. Allocation of output reductions across the Unit of Assessment is free from bias. This would include:

- Output selection is based on 3\* threshold for research
- Individuals included in the pool is representative of the eligible population in the UoA
- Submission make-up is monitored linked to equality profile information as the submission develops

Comments