

Innovate UK: Equality, Diversity and Inclusion

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Overview of the Data Fellowship

For my data fellowship, I spent my 8 weeks with Innovate UK EDGE, working with the High Growth team at Inventya. I conducted two different tasks during my Q-Step internship. My main task, which spanned around 6 weeks, consisted of producing an equality, diversity and inclusion report of the clients of the last 12 months. This was produced to help inform the company's ED&I strategy. My second task consisted of stakeholder mapping for organisations/companies within the North West, as well as nationally, that the High Growth team could then approach to work with to improve ED&I.

In addition to this, I was able to learn about the sector in which Innovate operate; providing support to innovative SME businesses that have high growth potential. I became familiar with terms used within business, as well as what innovation is and its benefits. I was able to shadow client meetings to get a feel for the kind of support offered to the companies.

Data Analysis

My data analysis consisted of quantitative analysis, using Microsoft Excel, mainly using pivot tables. I used these pivot tables to pull out key variables to compare. These variables included gender, ethnicity and age. A bulk of my time prior to the actual quantitative data analysis was spent cleaning the data set. The data consisted of the ED&I data of the senior leaders within the companies, as well as the turnover of the company, number of employees, and other data relating to the company itself. This was exported from the CRM, and required a lot of attention to be in a place in which I could then analyse the data.

I had access to a new range of research platforms, which included Statista and Fame, to benchmark Innovate against other companies within the North West and Nationally, and research stakeholders.



Findings

- An interesting find was women tended to be in senior positions when there was only one employee within the company. This pointed towards women having these senior positions because they are the founder of the company.
- When benchmarked against industry statistics, ethnic diversity was an area that performed well.
- Equality, diversity and inclusion strategies are becoming an essential part of companies policies, and

Key Skills Learnt

Completing a Q-Step Internship provided me with a unique opportunity in which I learnt many valuable skills. By simply spending a period of time within an office environment, and working from home, focusing on a project gave me a real sense of the working world, from how to interact with colleagues/clients to the pace of work necessary. In particular, the importance of networking and how beneficial this is was highlighted when collaborating with others.

In terms of the project, I learnt how to work independently from start to finish on a report, from raw data to a finished report. I am now familiar with a range of research platforms that will be valuable in the future. My report writing skills have also improved along with my data analysis skills. Within the report, I conducted a literature review style section, which has now helped with my dissertation in my final year.

This was a learning experience from start to finish in many different aspects that will be useful for me going forward, and I am grateful that I was able to complete such a valuable internship.