

Equality Diversity & Inclusion (EDI) Working Group Updates

Violina Sarma, HCRW

EDI Working Group Update

- We have an established group with 12 members from 9 organisations and 1 co-leader.

EDI Working Group

Name	Organisation
Elise Radtke	DLR, Germany
Sarah Delaney	HRCI, Ireland
Violina Sarma	Health and Care Research Wales (HCRW), Wales
Julie Simpson	Chief Scientist Office, Scottish Government, Scotland
Garry Aslanyan	ESSENCE, Switzerland
Annika Putz	DLR, Germany
Dorothea Bayer-Kusch	DLR, Germany
Rosie Sturt	Fight for Sight, UK
Robert Jabroer	ZonMw, Netherlands
Kate Sonpal	NIHR, UK
Emma Hadfield-Hudson	NIHR, UK
Caitriona Creely	HRB, Ireland

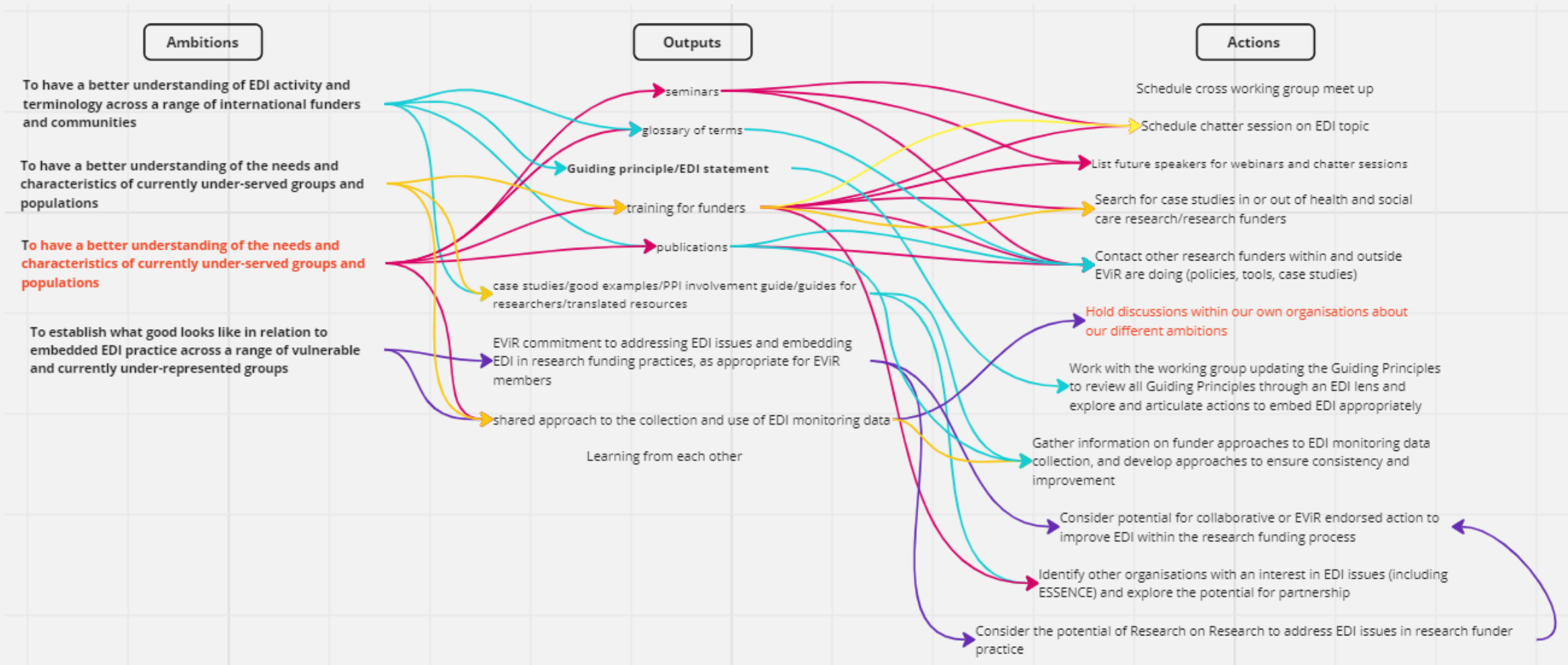
EDI Working Group Update

- We have an established group with 12 members from 9 organisations and 1 co-leader.
- We have had no group meetings since the last roundtable in Spring 2024.
- We have created a glossary of terms; mapping exercise to show ambitions, outputs and actions; and resource knowledge page.

Glossary of terms

Term	Definition	Reference
Diversity	Recognises that environments are made up of a range of people with different ages, religions, ethnicities, disabilities and gender, who represent a variety of cultural, religious and socioeconomic principles and perspectives, and acknowledges the value of the differences.	https://wellcome.org/grant-funding/guidance/equity-diversity-inclusion-policy
Equality	Equality means fairness: we must ensure that individuals, or groups of individuals, are not treated less favourably because of their protected characteristics.	https://www.nihr.ac.uk/about-us/our-key-priorities/equality-diversity-and-inclusion/
Equity	Is about giving certain groups with protected characteristics the support they need to make opportunities fair. This differs from equality, which is achieved through the principle of equal treatment for everyone regardless of need. Equality is the belief and action that no one is being unfairly advantaged or disadvantaged because of who they are, where they are from or due to any of the protected characteristics.	https://wellcome.org/grant-funding/guidance/equity-diversity-inclusion-policy
Ethnic minority	in the UK, the term ethnic minorities refers to all ethnic groups except the white British group. White minority groups also exist, including traveller communities. Ethnic groups are categorised by ethnicity, i.e. a social identity based on common historical origins, and not race, i.e. a social construct describing people with shared physical characteristics.	https://www.ncbi.nlm.nih.gov/pmc/articles/PMC10416775/

Mapping exercise



EDI Working Group Update

- We have an established group with 12 members from 9 organisations and 1 co-leader.
- We have created a glossary of terms; mapping exercise to show ambitions, outputs and actions; and resource knowledge page.
- MESSAGE project webinar
- We were discussing about EDI data collection, how to achieve good EDI data, what are the challenges, and why it is important to collect it.
- Challenges

EDI in our Strategic Plan - Goals

Over the next 3-5 years, EViR will work to achieve the following goals:

- To explicitly acknowledge EDI within a revised EViR Consensus Statement.
- Establish a new Guiding Principle, or separate EViR position statement, in relation to EDI (spotlight approach).
- To have a better understanding of EDI activity and terminology across a range of international funders and communities.
- To have a better understanding of the needs and characteristics of currently underserved groups and populations.
- To establish what good looks like in relation to embedded EDI practice across a range of vulnerable and currently under-represented groups.
- Be able to actively demonstrate examples of embedded EDI both in the EViR Guiding Principles and in EViR member practices (searchlight approach).
- Be an active voice in broader EDI discussions about representation of under-served and under-represented groups in the research workforce

EDI in our Strategic Plan - Actions

To help achieve these goals, we will:

- Share and learn about members' EDI activities and approach to better understand priorities.
- Establish an EViR Working Group to focus on EDI, with possible sub-groups or interest groups depending on actions required.
- Identify leadership for this work area and draw engagement of relevant individuals from across the EViR membership to ensure expertise and interest in driving work forward.
- Agree on required changes to the EViR Consensus Statement and Guiding Principles.
- Work with the working group updating the Guiding Principles to review all Guiding Principles through an EDI lens and explore and articulate actions to embed EDI appropriately.
- Gather data on current funder practice in relation to EDI – what has worked.
- Develop case studies to share among members.

EDI in our Strategic Plan - Actions

- Gather information on funder approaches to EDI monitoring data collection, and develop approaches to ensure consistency and improvement.
- Consider potential for collaborative or EViR endorsed action to improve EDI within the research funding process.
- Seek evidence of the benefits of actions taken based on vulnerable and location-based groups.
- Identify other organisations with an interest in EDI issues (including ESSENCE) and explore the potential for partnership.
- Consider the potential of Research on Research to address EDI issues in research funder practice.
- Develop a shared voice in relation to broader EDI workforce issues

EDI in our Strategic Plan - Outcomes

The outcomes expected from these activities are:

- A clear EViR commitment to addressing EDI issues and embedding EDI in research funding practices, as appropriate for EViR members
- Recognition of EViR as an organisation that promotes and supports EDI.
- Development of a library of case studies showcasing good practice in EDI in a range of under-served and under-represented groups, locations and populations.
- A shared approach to the collection and use of EDI monitoring data.
- A strong and visible record of collaboration in relation to EDI.

Thank you!