Health and Care Research Wales

Embedding Equality, Diversity and Inclusion in the NIHR’s Systems, Processes and Culture

23 September 2021
What we’ll cover in this session

- Our approach to equality diversity and inclusion
- Best Research for Best Health – Next Chapter
- What initiatives are already underway
- What initiatives are planned
- Our Approach – inclusion in research

Discussion/Questions

NB: The NIHR like other funders is curating its approach to EDI.

We do not have a blueprint!
Best Research for Best Health – Next Chapter

Operating Principle: Inclusion

We are committed to equality, diversity and inclusion in everything we do. Diverse people and communities shape our research, and we strive to make opportunities to participate in research an integral part of everyone’s experience of health and social care services. We develop researchers from multiple disciplines, specialisms, geographies and backgrounds, and work to address barriers to career progression arising from characteristics such as sex, race or disability.
Best Research for Best Health: Areas of Strategic Focus

Equality, Diversity, and Inclusion

- Building on learnings from the research response to COVID-19 and supporting the recovery of the health and social care system
- Building capacity and capability in preventative, public health and social care research
- Improving the lives of people with multiple long-term conditions through research
- Bringing clinical and applied research to under-served regions and communities with major health needs
- Embedding equality, diversity and inclusion across NIHR’s research, systems and culture
- Strengthening careers for research delivery staff and under-represented disciplines and specialisms
- Expanding our work with the life sciences industry to improve health and economic prosperity

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What this means for NIHR?

Creating an inclusive, diverse, equitable culture across the NIHR

Developing an NIHR-wide approach that promotes and embeds Equality, Diversity and Inclusion across all characteristics, geographies, disciplines & professions, patient and public involvement, and participants recruited into studies

Policies and Principles
Long term goal: NIHR has clear policies and principles in place to embed EDI across the NIHR and support best practice

Communications Engagement
Long term goal: NIHR can effectively communicate its position and ambition in relation to EDI - internally and externally

NIHR Processes
Long term goal: NIHR has clear ways of working for embedding EDI

Data Collection and Tracking
Long term goal: NIHR is able to analyse and learn from evidence, and utilise the findings to inform further process improvement and initiatives

Research Learning and Evidence
Long term goal: NIHR has an evidence led approach to EDI and nurtures an ongoing culture of learning and development

Five year EDI Strategy
Long term goals: NIHR has an agreed long term, high level strategy in place, with appropriate resourcing

NIHR People
Routes of influence to promote and embed best practice including NIHR workforce delivering the business, NIHR research workforce supported through NIHR funding, public and professional advisors and contributors and research participants

Embed Equality, Diversity and Inclusion across NIHR’S research, systems and culture
What EDI activity is already implemented/underway

Improving EDI governance/Introducing a team

Improving inclusivity and equality of application process:
- Selection committee guidance
- New wording in application forms
- Enhanced awareness regarding visual imagery and language for funding calls and promotion
- Specific inclusion requirements for programmes such as Research Professorships (building on gender to include ethnic minority nomination)

Improving diversity of selection committees:
- Introduction of positive action and accessibility statements in recruitment to committees
- Widening reach of recruitment campaigns and adverts, e.g., partnership with Black British Academics

Data collection and analysis:
- Research Workforce
- Data on Study Participants
The NIHR EDI Strategy

- Inclusive Funder of Research
- Widen Participation for Greater Diversity and Greater Inclusion
- NIHR Talent Pipeline for the Future
- Evidence led Diversity and Inclusion
- Collaborating with Partners for Impact and Sustainability
Our Pathway

Governance
- Diversity Governance
- EDI Ecosystem
- Data-Driven Approach
- EDI Strategy (action plan)

Leadership Accountability
- Cognitive Diversity
- EDI Leadership
- Performance Framework
- Maturity Model

Awareness and Education
- Training and Development
- Heart and Minds
- Cultural Awareness
- Community Partnerships

Critical Interventions
- Scrutinise the funding lifecycle
- Place Value on EDI research
- 'Spotlight Approach’ and ‘Search-Light’ Approach
- Co-Production
- Strategic interventions
- Share best practice
- Leaky Pipelines

Resources

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