

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!



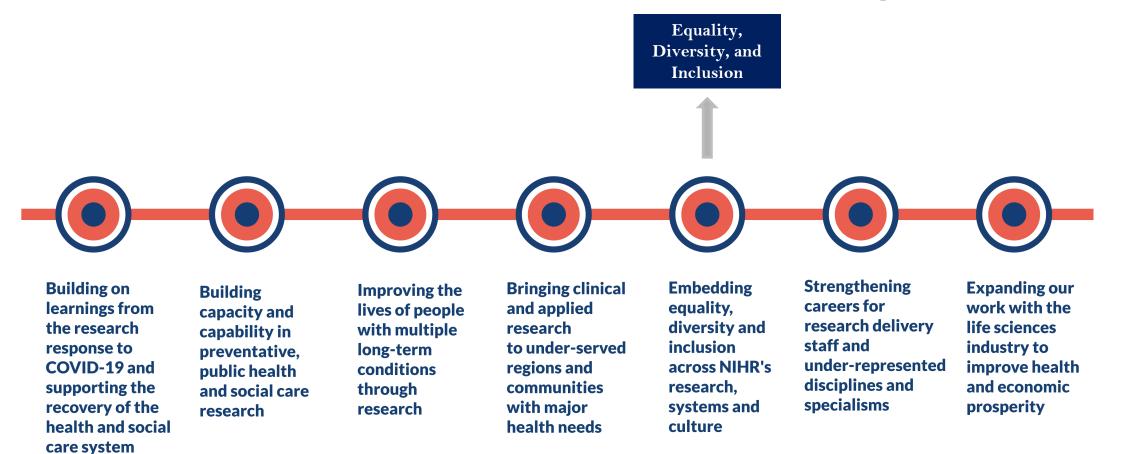
Best Research for Best Health – Next Chapter Operating Principle: Inclusion

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



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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	Communications Engagement	NIHR Processes	Data Collection and Tracking	Research Learning and Evidence	Five year EDI Strategy		
<i>Long term goal:</i> NIHR has clear policies and principles in place to embed EDI across the NIHR and support best practice	Long term goal: NIHR can effectively communicate its position and ambition in relation to EDI - internally and externally	<i>Long term goal:</i> NIHR has clear ways of working for embedding EDI	Long term goal: NIHR is able to analyse and learn from evidence, and utilise the findings to inform further process improvement and initiatives	Long term goal: NIHR has an evidence led approach to EDI and nurtures an ongoing culture of learning and development	<i>Long term goals:</i> 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

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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

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Our Pathway

Governance	Leadership Accountability	Awareness and Education	Critical Interventions				
• Diversity Governance	•Cognitive Diversity	•Training and Development	•Scrutinise the funding lifecycle				
•EDI Ecosystem	•EDI Leadership	•Heart and Minds	•Place Value on EDI research				
•Data-Driven Approach	Performance Framework	•Cultural Awareness	•'Spotlight Approach' and 'Search-				
•EDI Strategy (action plan)	•Maturity Model	•Community Partnerships	Light' Approach				
			•Co-Production				
			•Strategic interventions				
			•Share best practice				
			•Leaky Pipelines				
Resources							

