NIHR | National Institute for Health Research

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

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

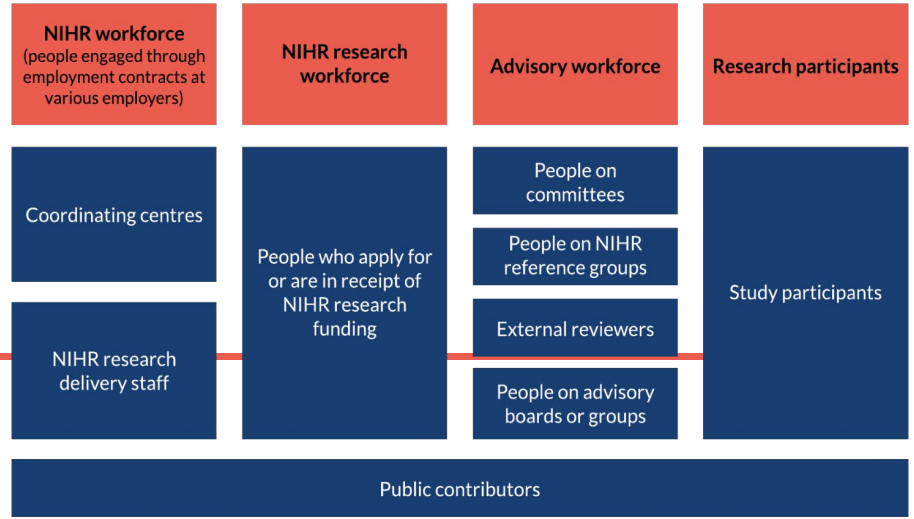
We do not have a blueprint!

Discussion/Questions

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.



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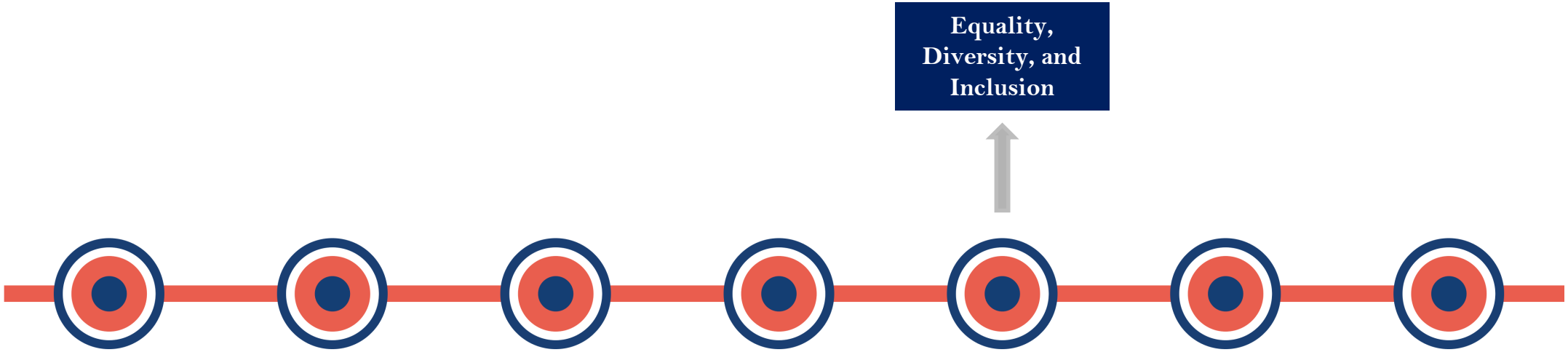
Best Research for Best Health: Areas of Strategic Focus



What this means for NIHR?

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

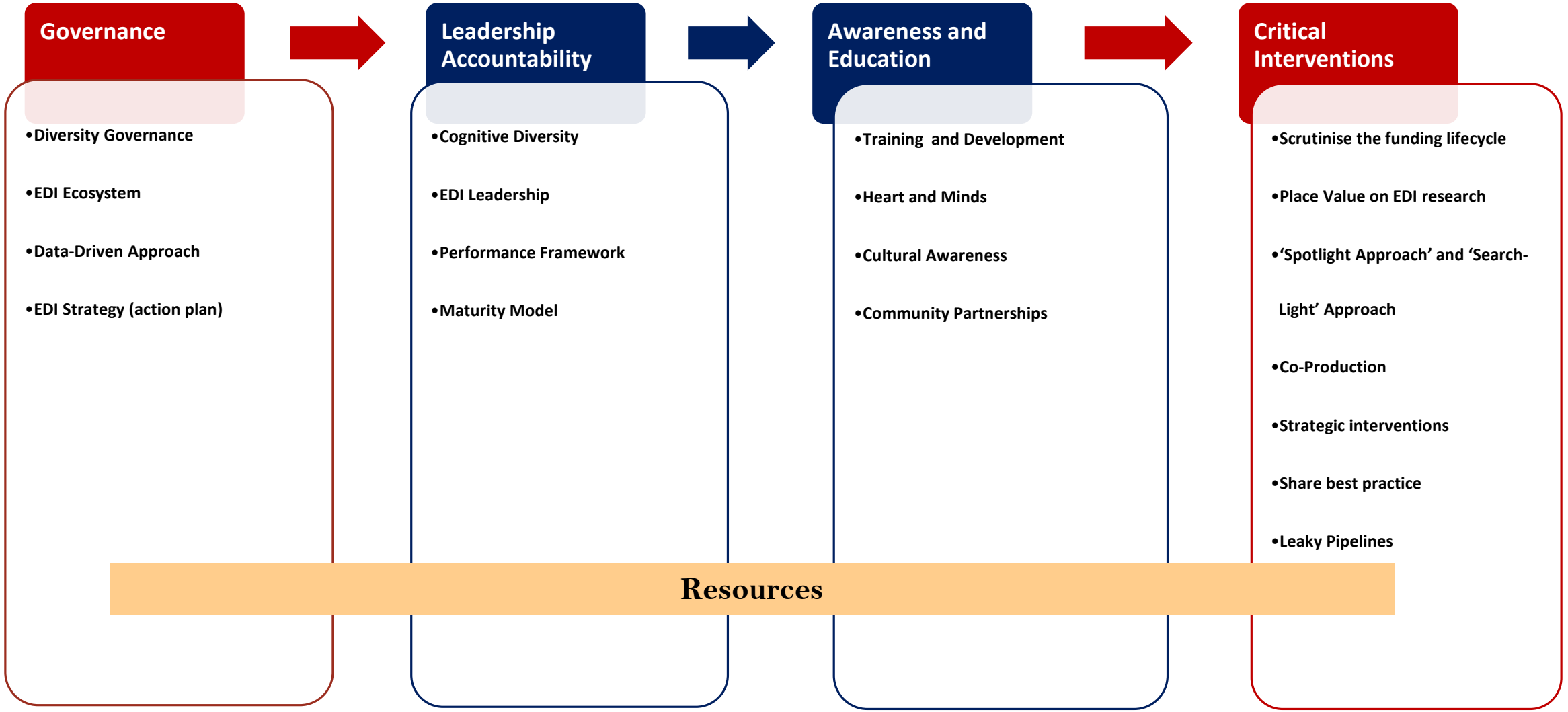
Data collection and analysis:

- 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