

EDI Caucus (EDICa)

GW4 EDI STEMM Network, 13-14 September 2023

Caucus can be contacted on:

Email: edicaucus@hw.ac.uk

Website: <https://edicaucus.ac.uk/>

Twitter: @edi_caucus

LinkedIn: <https://www.linkedin.com/company/edicaucus>



**UK Research
and Innovation**



EDICa

Agenda

- Who are the Caucus?
- Purpose of the Caucus
- Caucus structure and workstreams
- What have we done so far?
- Flexible fund
- How you can get involved

EDICa

The EDI Caucus (EDICa)

The EDI Caucus initiative is funded by UKRI, with additional support from the British Academy



**UK Research
and Innovation**



EDICa Management Team



Prof Kate Sang

Principal Investigator &
Workstream 1 Lead



Prof Jemina Napier

Deputy PI, EDI Lead



Prof Robert MacIntosh

Workstream 2 Lead



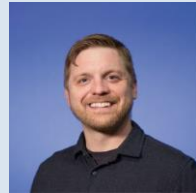
Dr James Richards

Workstream 3 Lead



Dr Catherine Souch

Engagement Lead



Dr Clayton Magill

Neurodiversity Champion



Lizzie Hodgkinson

EDICa Manager



Fenella Watson

Senior Project Support Officer



Rustam Rakhmanov

Finance Manager



EDICa Co Investigators



Dr Nima Ali

Workstream 1



Prof Jason Arday

Workstream 1



Assoc Prof Mata Ayoub

Workstream 1



Prof Diane Gyi

Workstream 3



Dr Marion Hersh

Workstream 2



Prof Raffaella Ocone

Ethics



Prof Nilay Shah

Engagement



Dr Will Stronge

Workstream 3



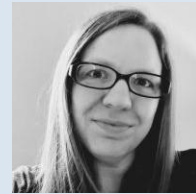
EDICa Researchers



Chiara Cocco



Dr Jos Collins



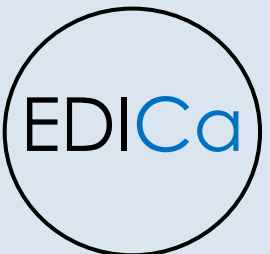
Dr Cat Morgan



Dr Siddhartha Saxena



Dr Stefanie Schneider



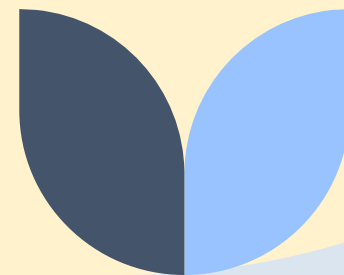
Partners

National Museum of Scotland

York University Ontario – Dr Alison Harvey

SuMMER CDT <https://www.plymouth.ac.uk/student-life/your-studies/research-degrees/centre-for-doctoral-training-in-sustainable-management-of-uk-marine-resources>

IDRIC <https://idric.org/>

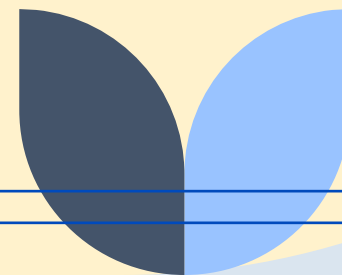


EDICa purpose and ethos

Our vision for the Equality, Diversity and Inclusion Caucus (EDICa) is to *create inclusive research and innovation cultures* enabling diverse researchers to access and *thrive* in careers across the research and innovation (R&I) systems, removing barriers to full participation experienced by women, disabled, LGBTQI and racially minoritized researchers, and researchers with caring responsibilities.

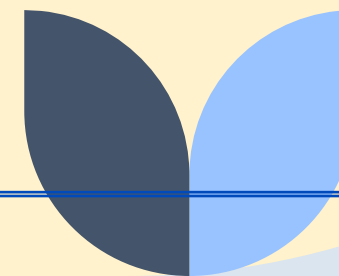
EDICa will act as a focal point, identifying, evaluating and synthesising EDI initiatives across the R&I systems ensuring research addresses the needs of a diverse range of stakeholders.

Using evidence reviews, our own projects and the management of a flexible fund, *EDICa will coordinate and disseminate interdisciplinary research to address the stubborn inequalities* which persist across the research and innovation ecosystem, *creating national and international communities of practice (CoP)* equipped to build the inclusive research cultures urgently required.



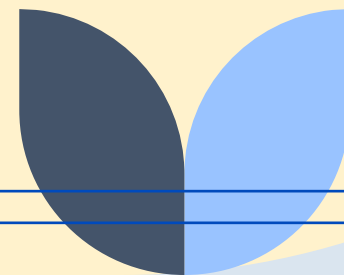
Workstream	Aim	Examples	Impact
WS1: The career-life lifecycle (Lead Sang with Arday, Ayoub, Ali)	Identify the relationships between key career and life events and their mutual impacts, making recommendations for reducing barriers to inclusion across the career.	Recruitment, selection, socialisation, performance appraisal and life course events such as perimenopause, caring responsibilities, health, disability & neurodiversity	Co-design and evaluate strategies to reduce barriers to inclusive research and innovation cultures and careers
WS2: The research process (Lead MacIntosh with Magill and Hersh)	Determine how EDI can be embedded in the research process and increasing the diversity literacy of researchers	Conception of projects, their conduct, evaluation and dissemination including, field work, laboratory work, mobility (travelling for work), dissemination and impact	Increase the diversity literacy of researchers and research leaders, co-design and evaluate strategies for embedding equity across research activities
WS3: The organisation of work (Lead Richards with Autonomy, Gyi)	Identify how work can be organised in a variety of research workplaces to create enabling workspaces	Laboratories, offices, field work workloads, working patterns, hybrid working, workspace, remote working, industrial relations	Co-design practical strategies for creating workplaces and workspaces that enable all researchers to thrive

EDICa structure



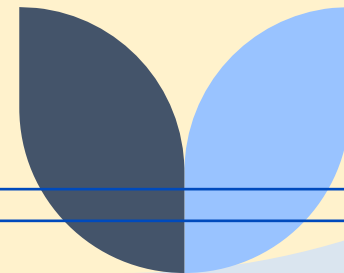
Workstream 1 – The Career Lifecycle

- Key team lead project – menstrual health and research and innovation careers (co-designed intervention)
- Imagining the possibility of a career in research and innovation
- The research and innovation teams – including professional services, laboratory managers, technicians
- Recruitment, selection, socialisation, progression



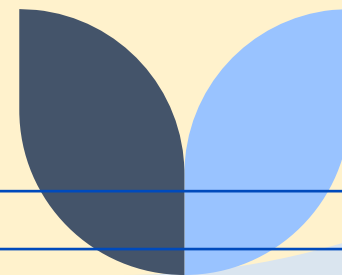
Workstream 2 – The Research Process

- Embedding EDI at every stage of the research process within and beyond HE
- Adopting an Action Research approach and using video diaries
- Exploring the impact of policies, procedures and guidance e.g.
 1. In the commissioning process
 2. In the review / award process
 3. In delivering the research
 4. In supporting the delivery of research
 5. In evaluation / reporting processes



Workstream 3 – Organisation of work

- How work is organised likely to be both a key barrier and facilitator to inclusive careers in the R&I sector, i.e., *how work is organised is the focus of the "problem" and not the R&I worker*
- Key issues related to organisation of work: the environment (e.g., buildings and services), attitudes and work culture (e.g., stereotyping, discrimination and prejudice), organisations (e.g., inflexible, outdated, inconsistent, absent HR policy, procedure and practice)
- What does a(n) (co-designed) inclusive workplace look like?
- First main task: impact of Covid-19 pandemic on equality, diversity and inclusion across the UK R&I sector edica@hw.ac.uk
- Co-creation of VR enabling workspace



EDICa leadership team: PI Sang, WS leads (MacIntosh, Richards), Project Manager, Engagement & EDI leads with UKRI, British Academy, Advisory & Oversight Committees

Delphi study

WS1: The career lifecycle (Sang, Arday, Aytoub, Ali)

WS2: The research process (MacIntosh, Magill, Hersh)

WS3: The organisation of work (Richards, Autonomy, Gyi)

Evidence reviews

EDICa projects 1-3

Flexible fund

ERICa web-resource (training, policy documents, evidence synthesis, best practice, case studies)

Engagement: Souch, Ayoub, Occone, Shah

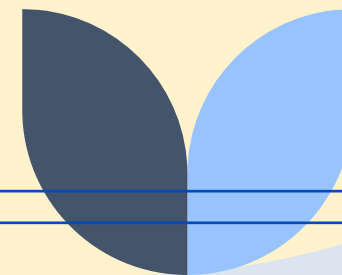
Stakeholder engagement groups

Communities of practice

Co-design & implementation of research & EDI training with stakeholders, advisory & oversight boards

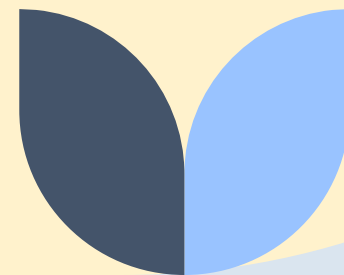
Activities in year 1

- Delphi study – co-designing Caucus work
- Recruiting advisory board
- **Covid-19 study** – medium term impacts of the pandemic on equity across the R&I ecosystem(s): <https://go.hw.ac.uk/EDICa/Covid19-2023> and **QR code above**
- Understanding reviewer & assessor equity and diversity literacy
- Pilot study using video diaries



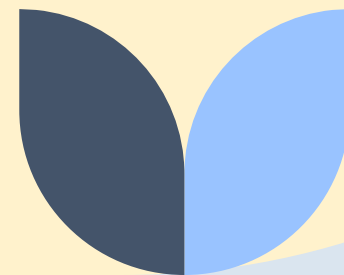
Flexible fund

- £1m over 3 years, evenly split across workstreams
- First fund will be launched this year (Summer 2023)
- We will release details of themes early to give applicants time to build projects and networks
- Priority given to those who are in their early career, those from minoritised communities, and which embed co-design



Getting involved

- Joining stakeholder engagement groups
- Flexible fund
- Participating in studies
- Dissemination & sign up to newsletter
- Presenting your work at caucus seminar series



Q&A

Over to you!

And please attempt and share our impact of the pandemic on EDI in R&I ecosystems

