EDI Caucus (EDICa)

- Caucus can be contacted on edicaucus@hw.ac.uk
- Twitter @edi_caucus
- www.edicaucus.ac.uk
Objectives

1. To provide insights from research evidence on EDI that informs and shapes the work of the funders, and the broader research and innovation sector.

2. To address priority evidence gaps by commissioning and undertaking new research and by supporting UKRI and the British Academy in testing and evaluating new EDI-related initiatives.

3. To promote, coordinate and facilitate interdisciplinary approaches to research on EDI.
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.
# EDICa structure

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

Engagement: Souch, Ayoub, Occone, Shah

Evidence reviews
EDICa projects 1-3
Flexible fund

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

Stakeholder engagement groups

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

Communities of practice