

Equality, diversity and inclusion strategy



Objective – our goal is to improve health outcomes by translating scientific breakthroughs into patient benefit, while embedding equality, diversity and inclusivity, and leveraging expertise of our host and partner organisations to support our communities in reaching their full potential.

Three key pillars:

- **Targeting underserved communities** – increasing diverse patient and public involvement in our Centre's research and inspiring the next generation of underserved young scientists.
- **Improving and embedding research culture** – building an inclusive workforce that fosters scientific excellence by uniting diverse experiences and creating a sense of community, where everyone feels valued, respected, and a sense of belonging.
- **Data collection to inform evidence-led EDI approaches** – meaningful data is essential for evidence-based EDI work, helping identify priorities, barriers, and implement effective interventions.

Fostering trust and engaging underserved groups in a meaningful way!

- Building relationships with the voluntary sector with links to groups underrepresented in research
- Community events across the peninsula, targeting rural and coastal communities



Embedding equity and inclusivity in recruitment processes!

“The handbook was very helpful, clearly explaining the process making me feel more comfortable and confident in my interview preparation. I appreciated knowing who would be in the interview and the questions that would be asked.”



Inspiring young people from underserved backgrounds!

- HDRUK Black Internship Programme
- Work Experience Week in collaboration with In2STEM and Nuffield Research Placements
- Project SEARCH Placements supporting young people with disabilities



Building a sense of community and tailoring training to individual needs!

- Regional partnership strengthening events
- Researcher and PPIE Seminar Series
- Training e.g. lay summary workshops and grant writing retreats



What next?

We are actively setting new, relevant actions with our EDI working group, inviting them to reflect on what matters most to them in fostering an equitable, diverse, and inclusive environment, and identifying any barriers or opportunities relevant to their positions in the centres.



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