



Esther Dontoh, Great Ormond Street Hospital  
Poonam Palan, UCL GOS Institute of Child Health

### CONTEXT

- A joint EDI strategy between NIHR GOSH Biomedical Research Centre (BRC) and Clinical Research Facility (CRF)
- EDI maturity level - Discovery, seeking to understand and address the gap in our EDI practices
- Engaging with and learning from our partners, Great Ormond Street Hospital and UCL GOS Institute of Child Health



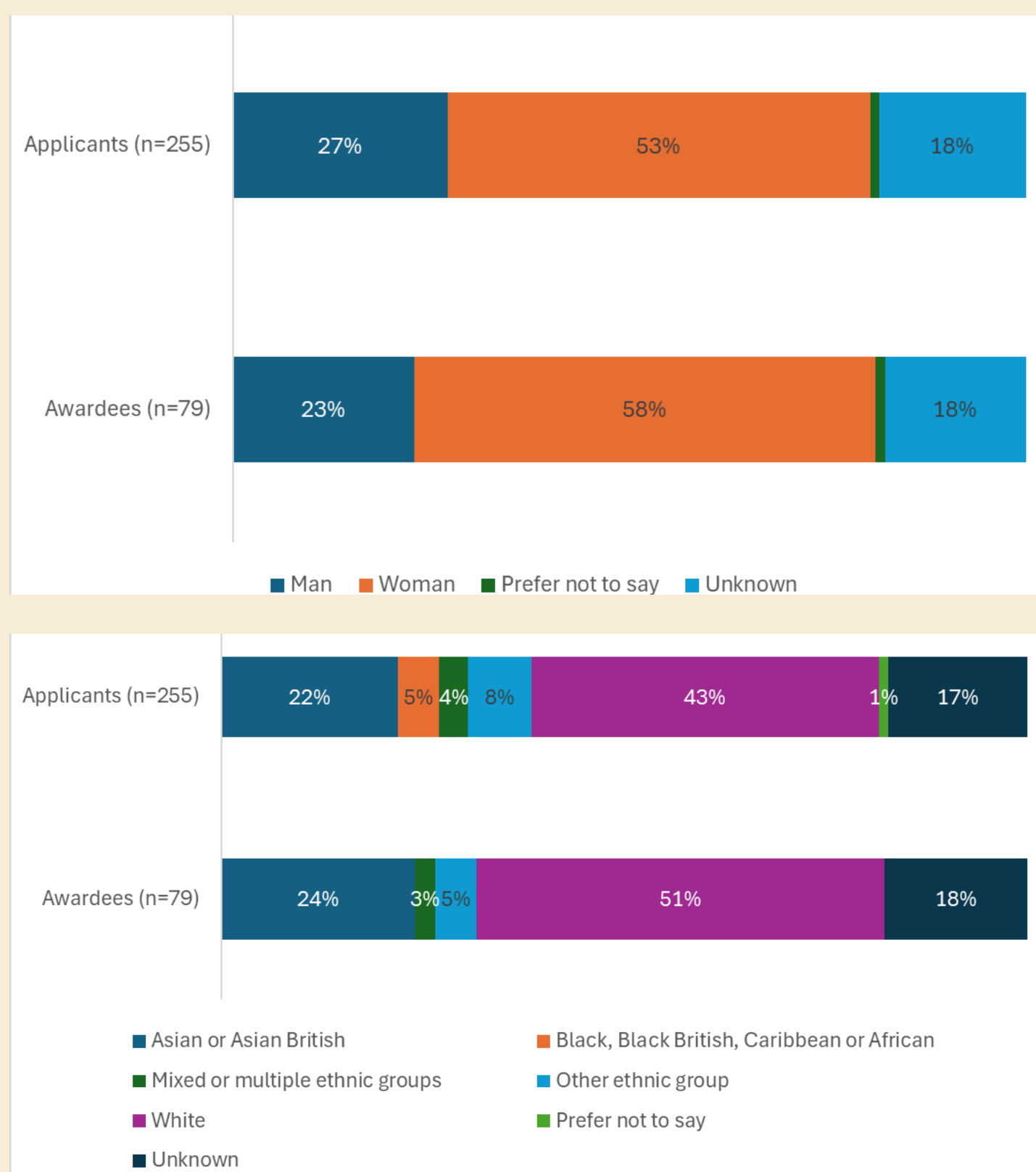
### STRATEGY AIMS

- Evidence-led change**  
Embed processes of data collection, monitoring and analysis to inform our actions
- Diverse leadership**  
Ensure diversity of representation on all our key governance and decision-making structures
- Opportunities for all**  
Refine our equality, diversity and inclusive practices with regards to our research workforce
- Inclusive participation**  
Create opportunities for underrepresented groups to participate in research at GOSH

### PROGRESS

#### Data

- Diversity data monitoring form added to our application forms.
- The charts below indicate our gender and ethnicity data for applicants and awardees to our funding calls for Year 1.



#### Governance

- EDI Lead appointed.
- EDI Steering Group established.
- EDI Lead and EDI Coordinator attend BRC and CRF Board meetings.

#### Opportunities

- Increased opportunities for Junior Faculty members to observe review panels and meetings.
- Further actions needed to understand and enhance the experiences of Junior Faculty members.

### NEXT STEPS

- To establish our baseline data and targets for the research workforce and research participants
- To develop and implement an effective EDI communication and engagement plan across Research and Innovation at GOSH
- To identify and address underserved areas within our research participation

### FIND OUT MORE

To read our full strategy and action plan, scan the QR code below.

