

GREAT ORMOND STREET HOSPITAL

EQUITY, DIVERSITY AND INCLUSION

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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

1 Evidence-led change

Embed processes of data collection, monitoring and analysis to inform our actions

2 Diverse leadership

Ensure diversity of representation on all our key governance and decision-making structures

3 Opportunities for all

Refine our equality, diversity and inclusive practices with regards to our research workforce

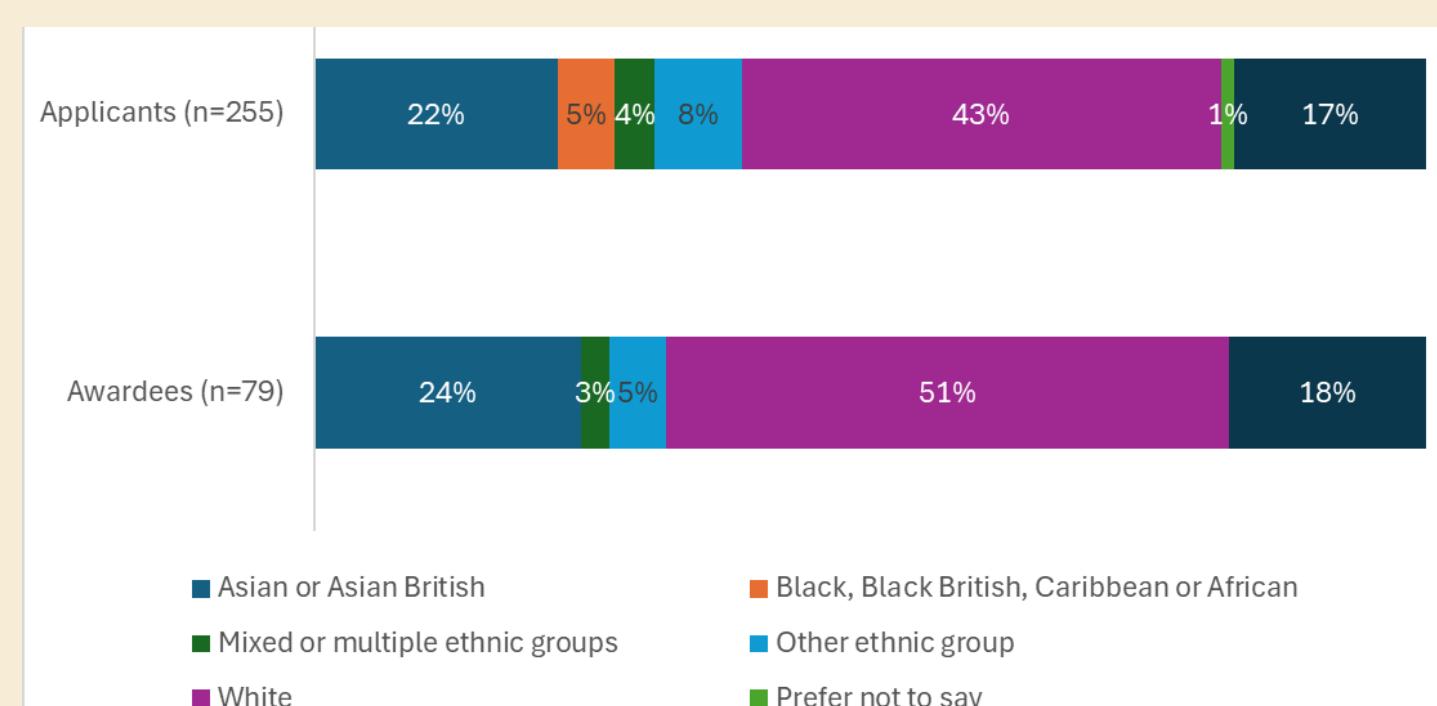
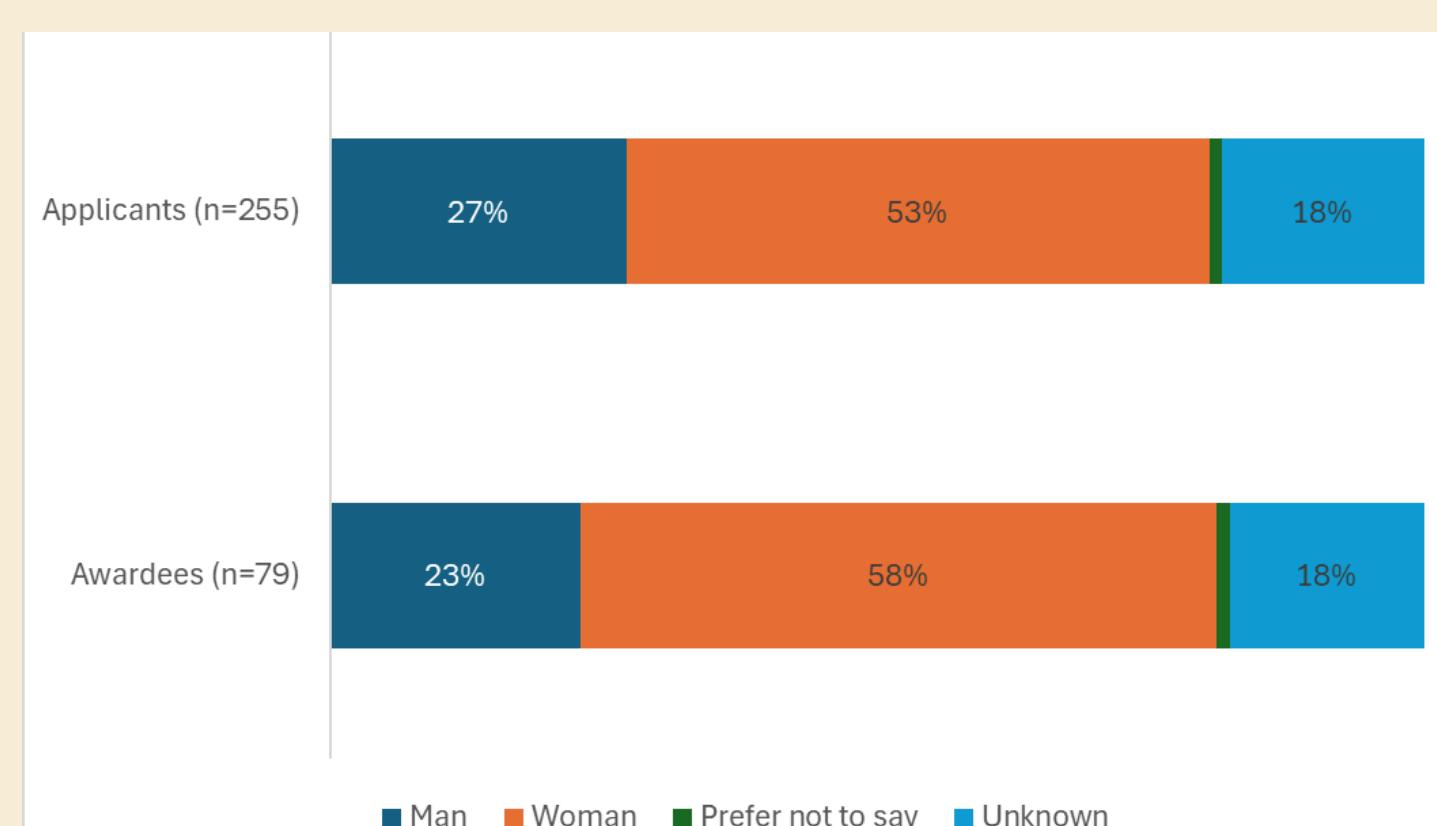
4 Inclusive participation

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.

