NIHR Oxford Biomedical Research Centre
Equality, diversity and inclusion strategy

**Contacts:**

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We recognise that delivering world-class research requires diversity in research staff, patients and participants. Our strategy builds on current EDI activities at our partner organisations and will take a collaborative, partnership approach to ensure EDI is considered a core value across the BRC.

Objectives

01 Ongoing development and implementation of strategy
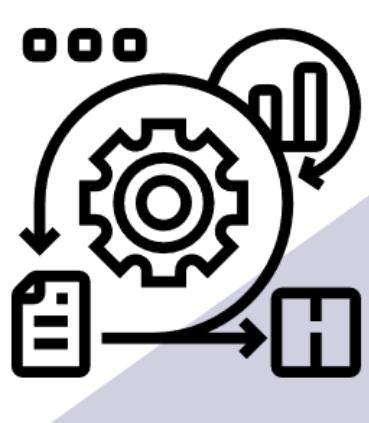
02 Become a more inclusive funder of research

03 Widen access and participation for greater diversity and inclusion

04 Improve and invest in the NIHR talent pipeline

05 Embed evidence-led diversity and inclusion approaches

06 Collaborate with partners for impact and sustainability
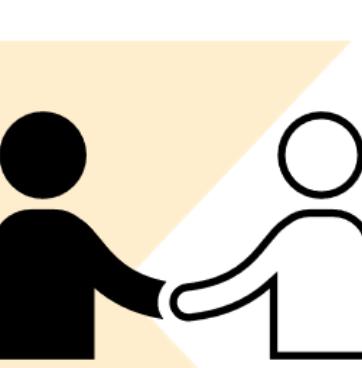
Action areas

PARTNERSHIPS
We will partner with Oxford University and Oxford Health BRC to strengthen activities and to share best practice

COMMUNICATION
We will communicate why EDI is important to science and teams. We will raise awareness of EDI through learning events

TRANSFORMATION
Combining all approaches to raise the profile of EDI

Our MISSION
We will engage and partner with BRC stakeholders to catalyse and strengthen EDI activities

FINANCIAL
We will provide dedicated EDI funding to support BRC Theme activities and partnership activities

ENGAGEMENT
We will engage with other stakeholders to strengthen our activities

TECHNOLOGY
We will track improvements and share best practice

Progress made

- Appointed an EDI Manager who will work with partner organisations (NHS, university and local authority).
- Awarded ~£100k to support 10 EDI-related projects.
- Surveyed BRC themes to understand current activities and gaps.
- All themes have nominated an EDI lead who will support activities e.g. share knowledge, practice(s), and their lived experience.
- Identified key stakeholders working on EDI within partner organisations (e.g. staff networks). Looking for commonalities and examples of best practice(s) that we can implement.
- Established an Oxford NIHR Infrastructure EDI working group (BRCs, CRFs, ARC and HIN) in order to collaborate better.
- Gathered demographic data on Principal Investigators within our partner NHS Trust who are involved in BRC projects.
- Analysed our BRC publication database as part of a feasibility study of capturing protected characteristics of BRC-supported authors of peer-reviewed journals.
- Delivered training for researchers on how to increase ethnic diversity in research.
- Undertaken a literature review on outreach methods in the recruitment of research participants.
- Provided funding for an Inclusive Leadership training programme aimed at Principal Investigators.

Next steps

- Evaluate the EDI projects; share the outcomes & learnings.
- Develop an EDI dashboard to better monitor progress and impact.
- Complete activity mapping across partner organisations; identify gaps and opportunities for new collaborations.
- Strengthen and expand community links with key stakeholders such as the University of Oxford, NHS Trust, and Buckinghamshire, Oxfordshire, Berkshire Integrated Care System.
- Deliver EDI training for patient and public involvement contributors.
- Hold an EDI showcase event to share learning, best practices & tools of inclusion.
- Develop a mature community of practice for BRC EDI leads & relevant colleagues from partner organisations.
- Establish processes for collecting data across a range of activities e.g. PPI contributors, research participants and researchers.