

Oxford Health BRC

Equality, Diversity and Inclusion Strategy



“With an underpinning commitment to equality in research, we will work with partners to establish and enhance the evidence base for EDI. We will focus on relevant data collection processes that will enhance the diversity of our research participants and workforce, including at senior level”.

Context

The Oxford Health BRC is a partnership between Oxford Health NHS Foundation Trust, the University of Oxford and **involves 13 additional partner university and NHS Trusts across England** (see map below). Our EDI strategy was created collaboratively with our partners as well as the Oxford Health CRF.

Strategy aims

- Focus on creating equitable opportunities within the BRC facilitated by mentoring, developing support networks, and a commitment to embed EDI within a positive culture.
- Build leadership networks within the BRC to advocate for progressive EDI and to challenge resistant systems.
- Develop EDI resources and implement them with the production of further relevant materials for better research design.
- Ensure that the patient and public communities served by our partner network locally and nationally have the opportunity to participate in our research in accordance with INCLUDE guidance.

What next?

- Optimise Partner Working
- Leadership Networks
- Best Practice Focus
- Conduct primary EDI Research
- Training
- Community Engagement



Progress: Highlights

- Joint PPIEP/EDI workshop- (March 2024) Inclusion/Exclusion Criteria & protected characteristics
- Mapping/scoping project on data collection- **RC Psych**

<https://ora.ox.ac.uk/objects/uuid:157d6ff7-d812-4b62-a1e6-190f150891d3>



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