

# NIHR OXFORD HEALTH CLINICAL RESEARCH FACILITY EQUALITY, DIVERSITY AND INCLUSION STRATEGY

Deborah Moll, Rachel Delahay, To Shunyantoto  
With thanks to the ENGAGE group (OH-CRF PPI group)



NIHR Oxford Health Clinical Research Facility (OH-CRF) is the only NIHR-funded CRF in the UK dedicated entirely to mental health. The team deliver a range of early-phase experimental clinical research studies in mental and cognitive health. People with mental and cognitive health conditions are at particular risk of health inequalities, and inclusive research can play a role in addressing this (1).

## DEVELOPING, IMPLEMENTING AND MONITORING THE OH-CRF EDI STRATEGY



### GOALS, OBJECTIVES AND ACTIONS

**Goal 1:** To gain a clearer picture of the demographics of people participating in research, in order to identify and approach communities who may be under-represented.

**Example objective:** To establish appropriate methods for collecting and analysing demographic data for research participants.

**Example action:** By the mid-term review (2.5 years), to produce a data analysis plan, which will detail how data from the demographics monitoring form will be analysed and used.

**Goal 2:** To ensure communications are accessible and appropriate for diverse populations in order to increase inclusivity.

**Example objective:** To review communication systems to identify and address gaps relating to accessibility and inclusivity.

**Example action:** By the end of year 2, to review the OH-CRF website in collaboration with the ENGAGE group, OH-BRC and our Communications team with expertise in accessibility.

**Goal 3:** To ensure that the OH-CRF building and practices are accessible to people with physical, mental and cognitive health needs, and individual needs are identified and addressed.

**Example objective:** To increase staff awareness of the accessibility needs of OH-CRF visitors.

**Example action:** By the mid-term review (2.5 years), to complete an environmental survey of the OH-CRF site and create an action plan for suggested changes (using The King's Fund EHE Environmental Assessment Tool (2)).

**Goal 4:** To establish, build and maintain valued relationships with our patient and public members together with OH-BRC.

**Example objective:** To contribute to events/activities which aim to reduce the stigma surrounding mental health, and to promote PPI input within mental health research.

**Example action:** For each member of OH-CRF staff to provide support for at least one collaborative community engagement project per year.



Welcome to the NIHR Oxford Health Clinical Research Facility



### PROGRESS

#### Annual Review of Actions (August 2024)



Goals, objectives and actions will be reviewed at the CRF mid-term review. Actions marked as red and amber will be reviewed to establish whether they are still feasible and a priority (if not, they will be replaced). Actions marked as green will be replaced with new actions, in partnership with the ENGAGE group, OH-CRF and OH-BRC staff.

### REFERENCES

1. NHS England (2020). Advancing Mental Health Equalities Strategy. <https://www.england.nhs.uk/wp-content/uploads/2020/10/00159-advancing-mental-health-equalities-strategy.pdf>
2. Waller, S., Masterson, A., & Evans, S. C. (2017). The development of environmental assessment tools to support the creation of dementia friendly care environments: Innovative practice. *Dementia*, 16(2), 226-232.