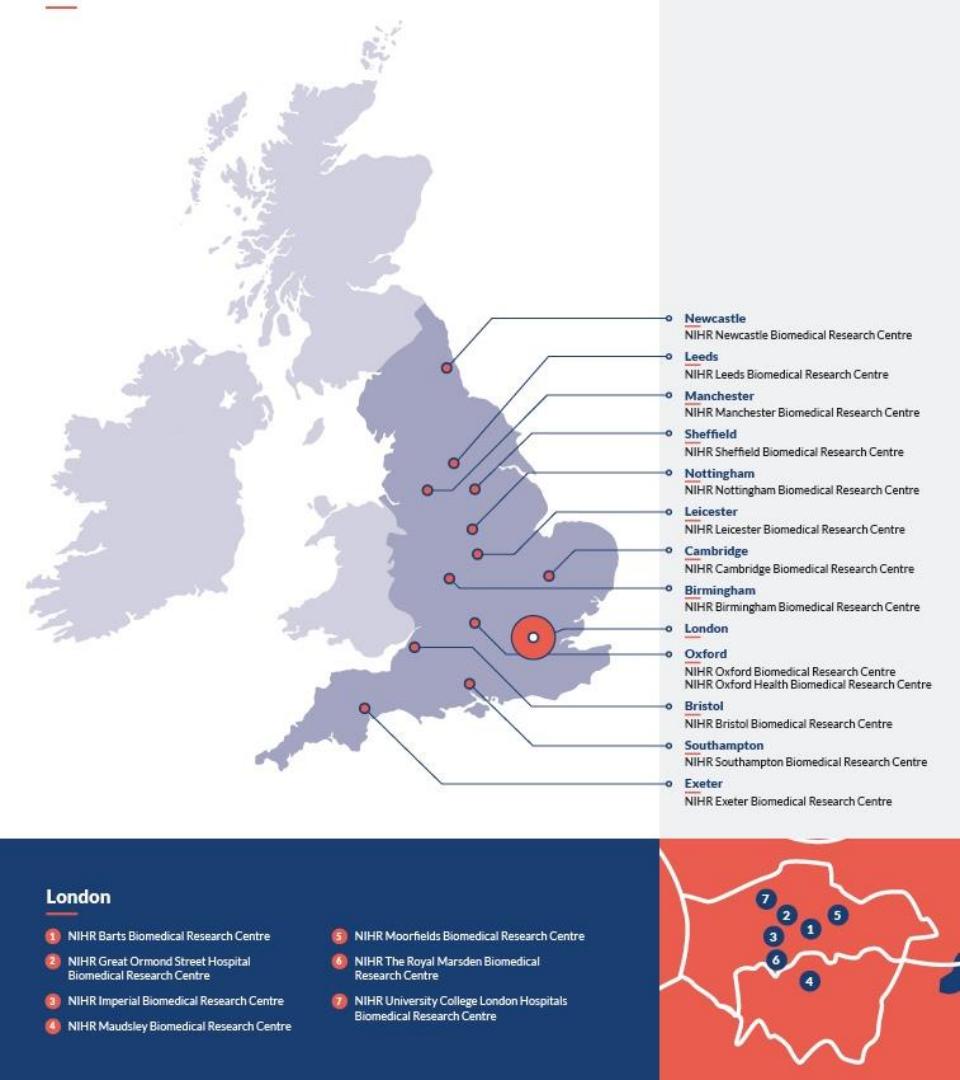
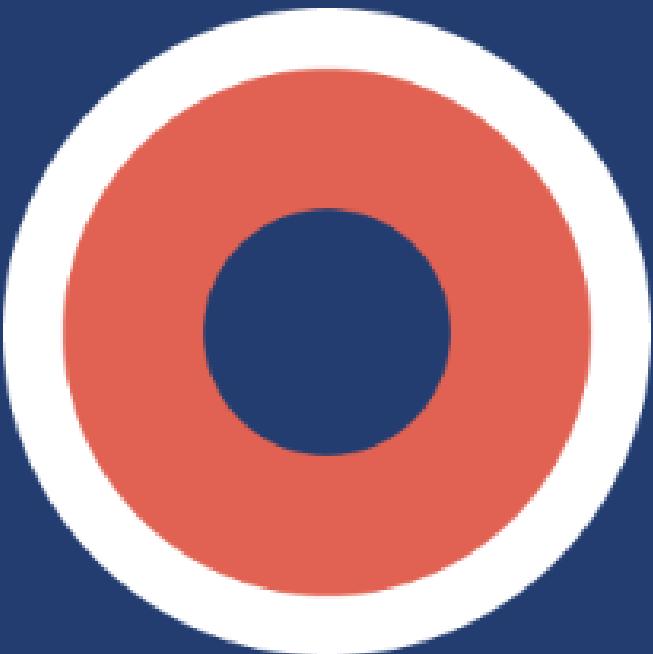


Analysis of *Equality, Diversity and Inclusion* strategies across BRCs and CRFs across England





Biomedical Research Centres



Equality, diversity and inclusion



Contents of presentation

- The EDI journey for BRCs

Objectives, action plans, success measures

- The EDI journey for CRFs

Objectives, action plans, success measures

- Core themes

- Trust performance across themes

- Logic models for themes

- Intersectionality

- Consistency with NIHR EDI strategy 2022-27

- Public contributors

- Concluding remarks

Methodology of evaluation



- EDI strategies across BRCs and CRFs

Data collection

Coding

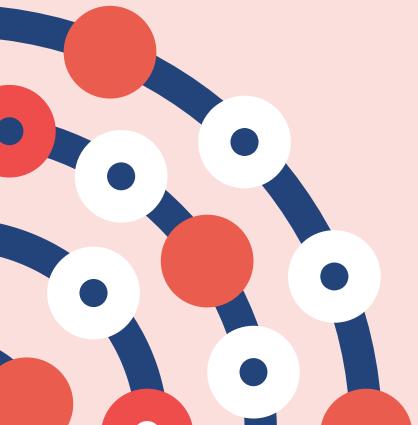
- Inductive
- Deductive
- Coding framework

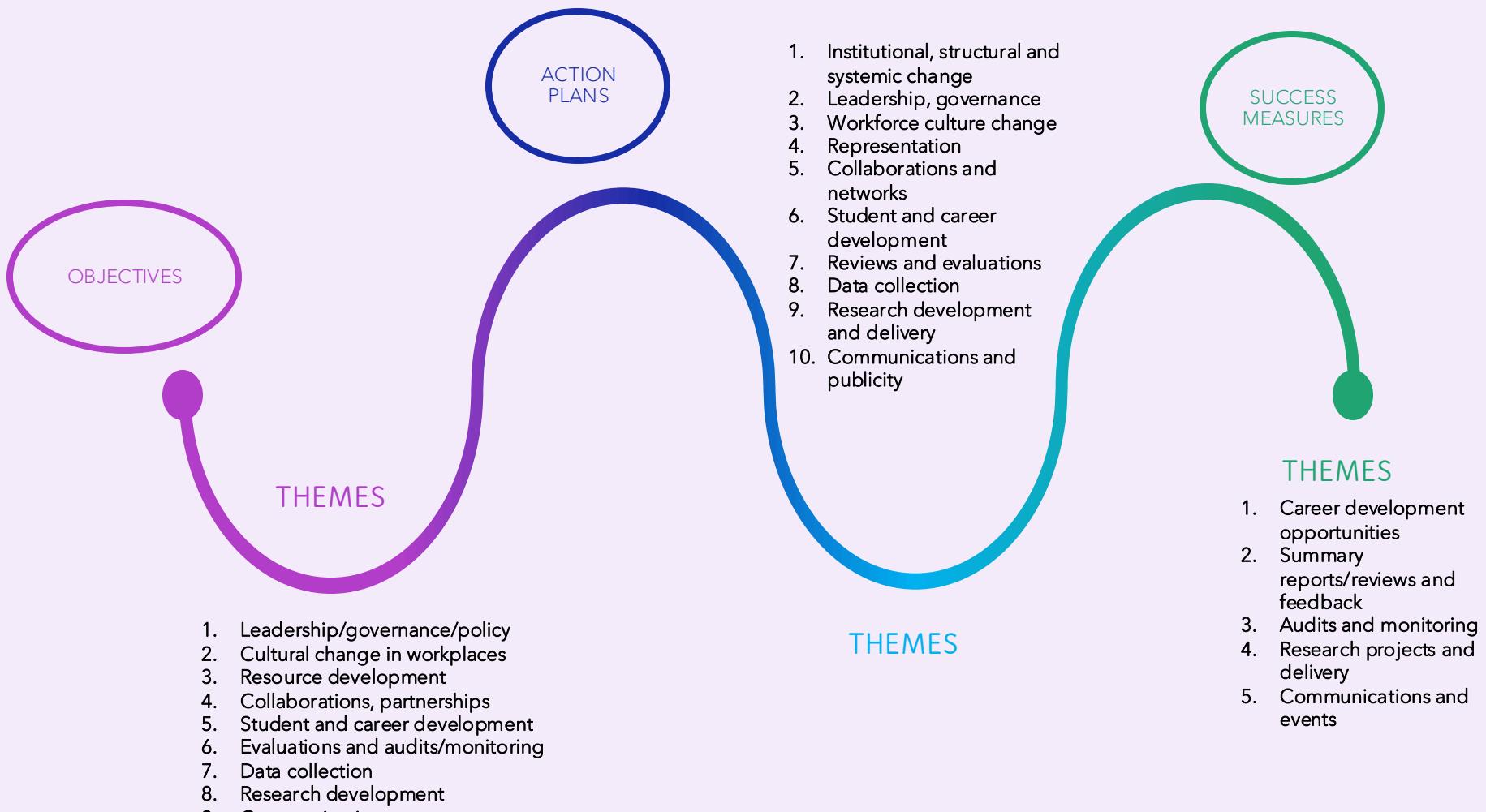
- Thematic analysis
- Content analysis

Qualitative analysis



The EDI Journey





The EDI journey for BRCs

Objectives

Themes (n of trusts)	Sub-themes
Cultural change in workplace (n=18)	Cultural competency Talent management Diverse, representative workforce
Research development (n=15)	EDI resources, training Mentoring Inclusive funding
Resource development (n=9)	EDI in research process Representation of underserved groups PPIE
Leadership/governance (n=8)	Leadership groups Representative leadership Policies, standards
Collaborations (n=8)	Partners, stakeholders, networks Improvements in research, interventions
Data collection (n=7)	Data collection Data analysis

Objectives

Themes (n of trusts)	Sub-themes
Student/career development (n=6)	Early career professionals, students Workforce development
Evaluations/audits (n=6)	Monitoring, improvement, development
Communications (n=6)	Representative, accessible communications Events, presentations Publishing on website

Action plans

Themes (n of trusts)	Sub-themes
Collaborations/networks (n=17)	Partnerships with stakeholders Joint work on EDI practices EDI working groups
Research development/delivery (n=17)	EDI research Involvement of underrepresented groups Researcher development
Communications/publicity (n=16)	EDI communications EDI publications, resources EDI events Web resources
Reviews/evaluations (n=16)	Evaluating EDI strategy, progress Staff culture Training Reports
Workforce cultural change (n=16)	Diverse recruitment, retention Training, resources Anti-discrimination programs

Action plans

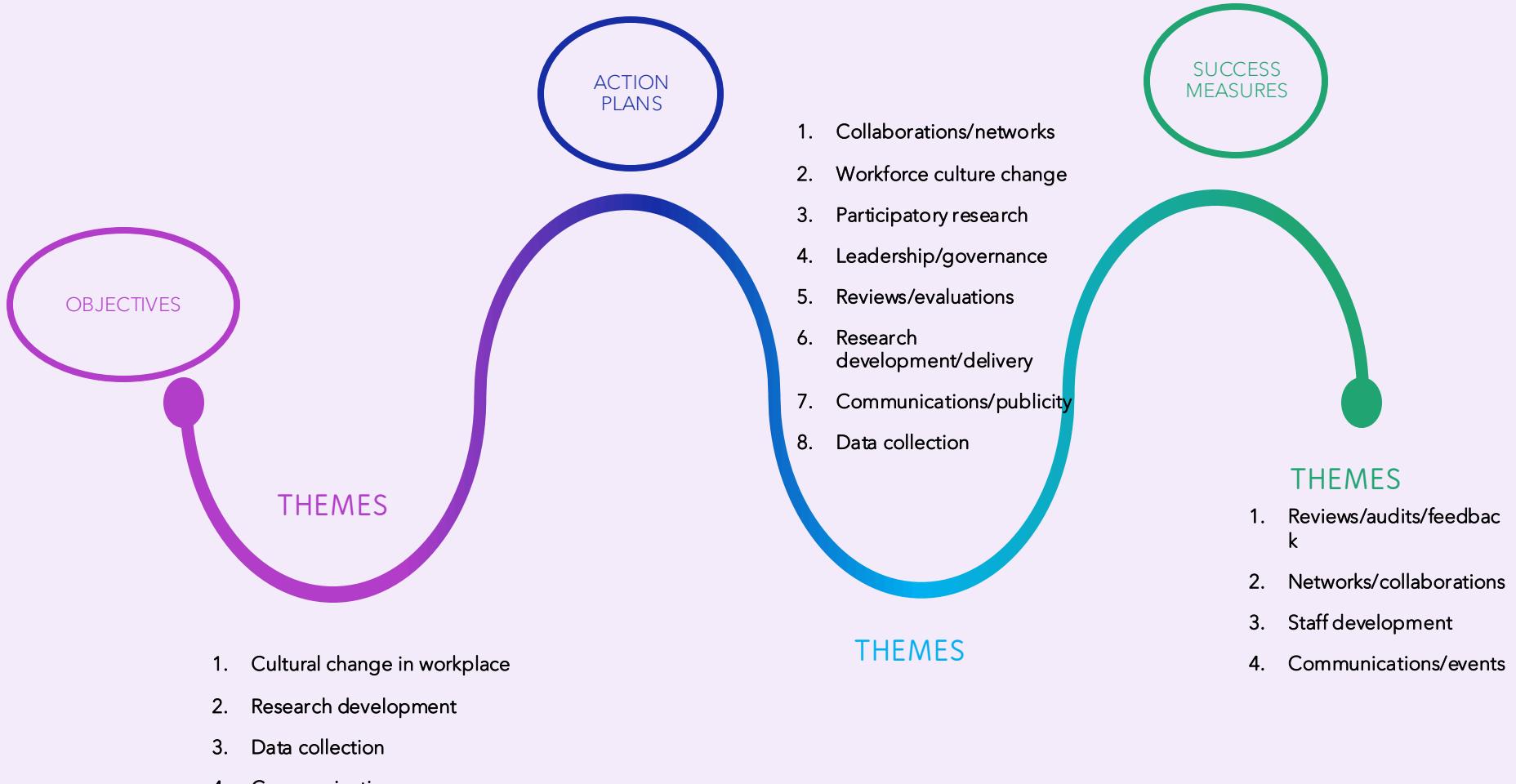
Themes (n of trusts)	Sub-themes
Leadership/governance (n=15)	Diverse governance, leadership EDI leadership groups
Data collection (n=15)	Data collection, analysis
Student/career development (n=14)	Career pathways Doctoral opportunities Internships, work experience Mentorship Fellowships, funding
Institutional change (n=11)	Policies, system-wide approaches Funding opportunities
Representation (n=10)	Representative researchers, staff Diverse applicants, participants, public contributors

Success measures

Themes (n of trusts)	Sub-themes
Routine governance (n=12)	EDI in governance EDI leaders Meeting minutes Policy
Audits/monitoring (n=12)	Data monitoring Meetings Research Staff, workforce
Networks/collaborations (n=12)	EDI working groups with community engagement Stakeholders
Communications/events (n=10)	Publications, web resources Events, showcases
Resources/training (n=9)	Training Training achievements Funding opportunities

Success measures

Themes (n of trusts)	Sub-themes
Research projects/delivery (n=8)	EDI research Applications Research participation, PPI Research staff
Summary reports/reviews (n=7)	Reports Surveys, feedback
Career development opportunities (n=7)	Schemes Mentorship Job adverts
Understanding of underserved populations (n=2)	Improved services and experiences for underserved groups



The EDI journey for CRFs

OBJECTIVES	ACTION PLANS	SUCCESS MEASURES
Leadership/governance (n=8)	Leadership/governance (n=15)	Routine governance (n=12)
Cultural change in workplace (n=18)	Workforce cultural change (n=16)	
Resource development (n=9)		Resources/training (n=9)
Collaborations (n=8)	Collaborations/networks (n=17)	Networks/collaborations (n=12)
Student/career development (n=6)	Student/career development (n=14)	Career development opportunities (n=7)
Evaluations/audits (n=6)	Reviews/evaluations (n=16)	Audits/monitoring (n=12) Summary reports/reviews (n=7)
Data collection (n=7)	Data collection (n=15)	
Research development (n=15)	Research development/delivery (n=17)	Research projects/delivery (n=8)
Communications (n=6)	Communications/publicity (n=16)	Communications/events (n=10)

OBJECTIVES	ACTION PLANS	SUCCESS MEASURES
	Institutional change (n=11)	
	Representation (n=10)	
		Understanding of underserved populations (n=2)

OBJECTIVES	ACTION PLANS	SUCCESS MEASURES
Cultural change in workplace (n=8)	Workforce culture change (n=8)	
Research development (n=6)	Research development/delivery (n=7)	
Data collection (n=5)		
Communications (n=5)	Communications/publicity (n=4)	Communications/events (n=2)
	Collaborations/networks (n=10)	Networks/collaborations (n=3)
	Participatory research (n=8)	
	Leadership/governance (n=7)	
	Reviews/evaluations (n=7)	Reviews/audits/feedback (n=7)
		Staff development (n=2)



EDI Themes



EDI THEMES

Evaluations/audits

Ongoing development, implementation and evaluation of EDI strategy

Student/career development

Career opportunities and development for future generations, junior workforce and underrepresented groups

Collaborations

Collaborations and networks to improve training, interventions, research and EDI activities



Leadership/governance

EDI embedded in leadership positions, committees and boards ensuring representation, oversight and governance

Research development/delivery

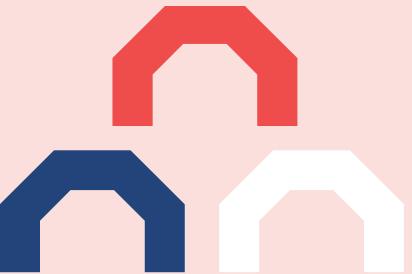
Promote EDI throughout the research process and involve underrepresented groups in research design and delivery

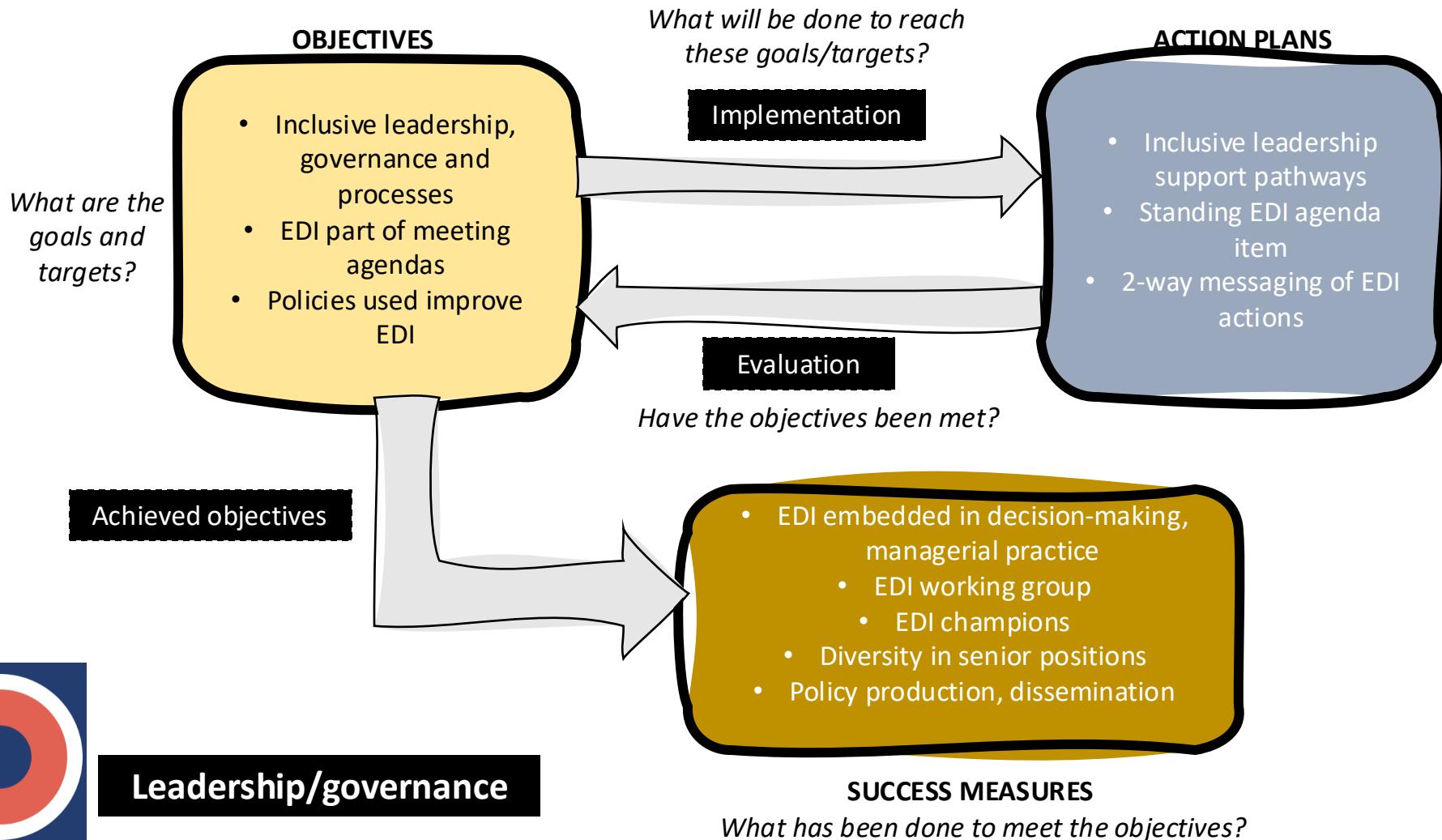
Communications

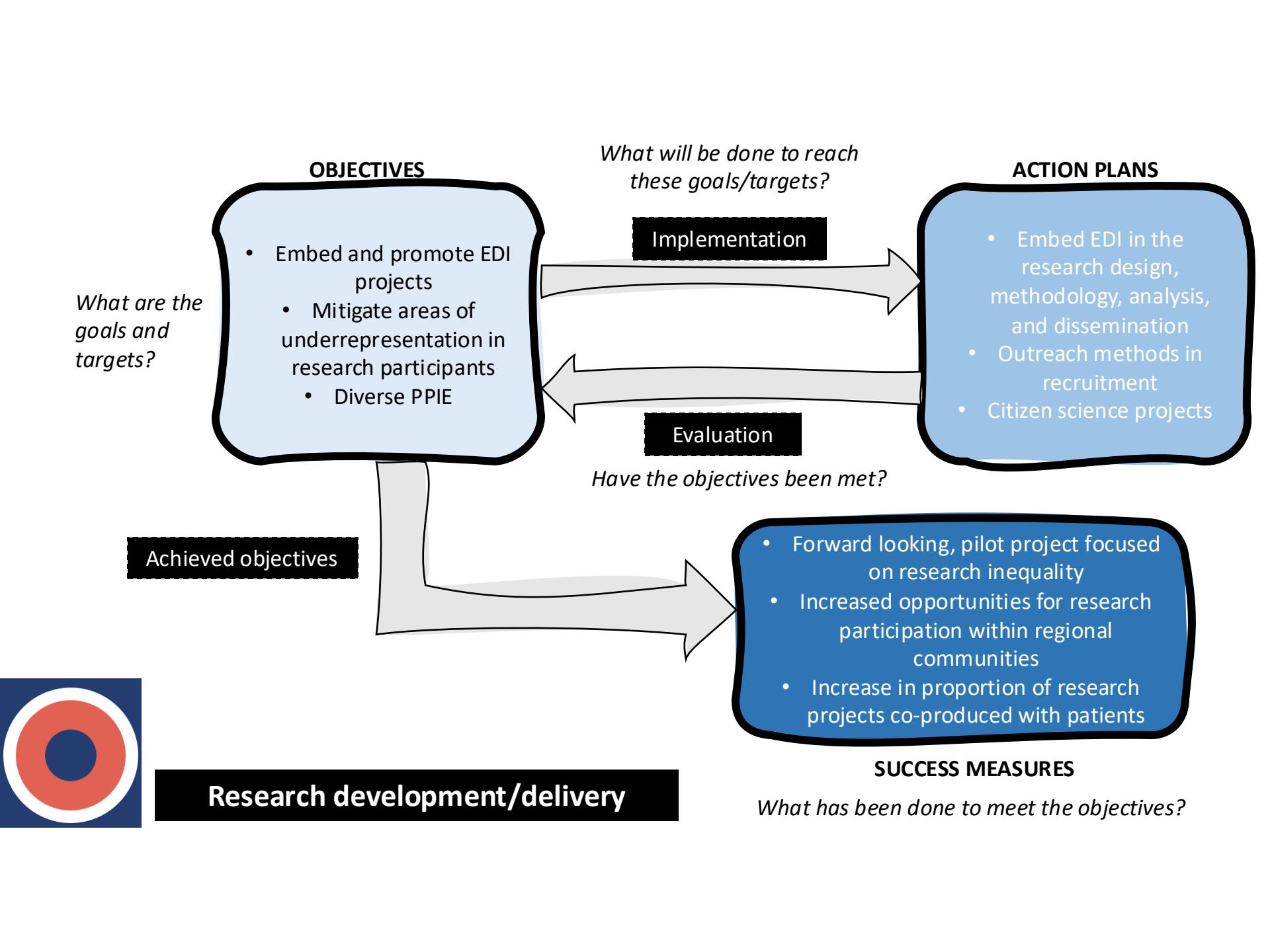
Representative and inclusive communications including events, presentations and web sources

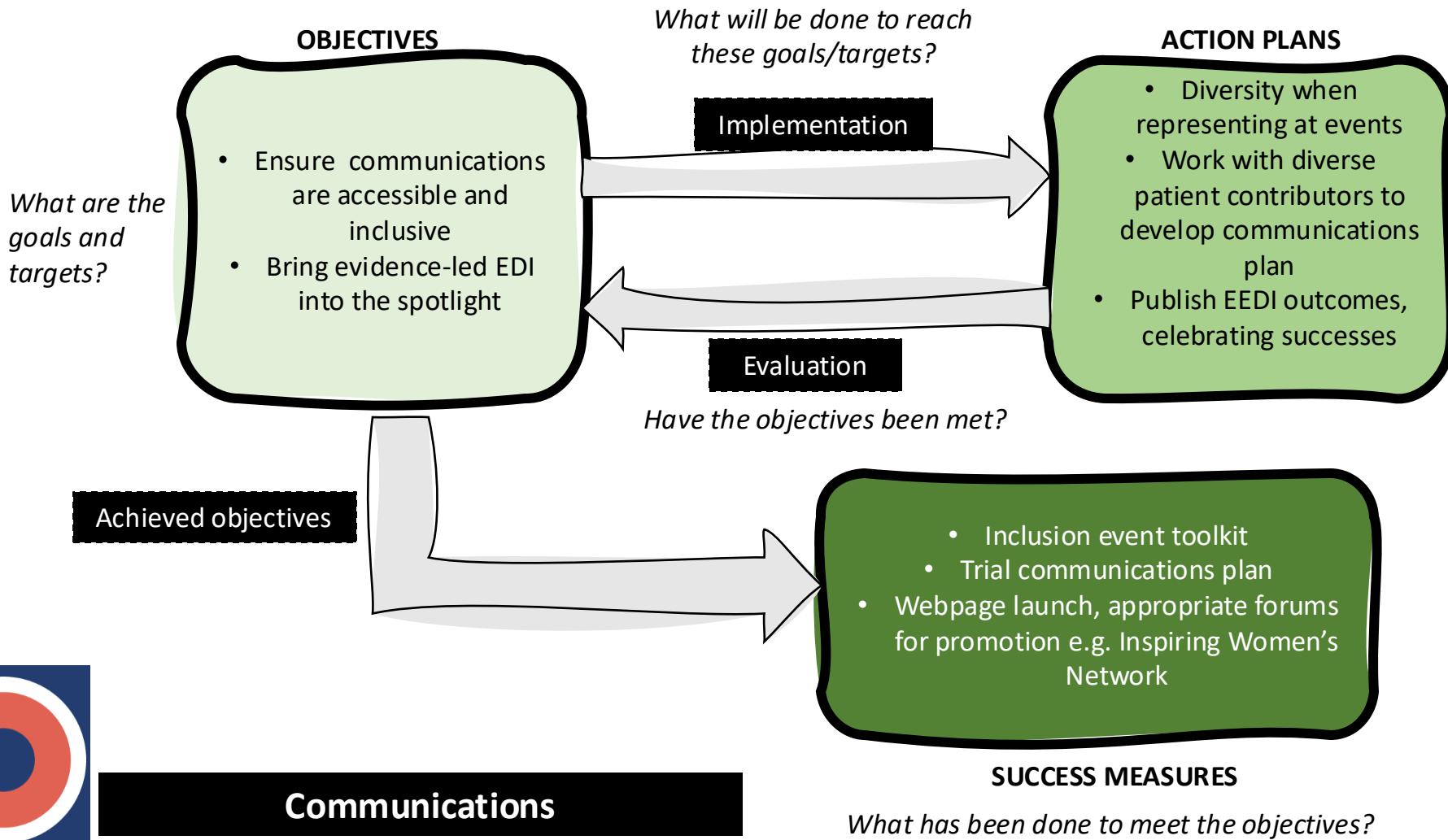


Logic Models





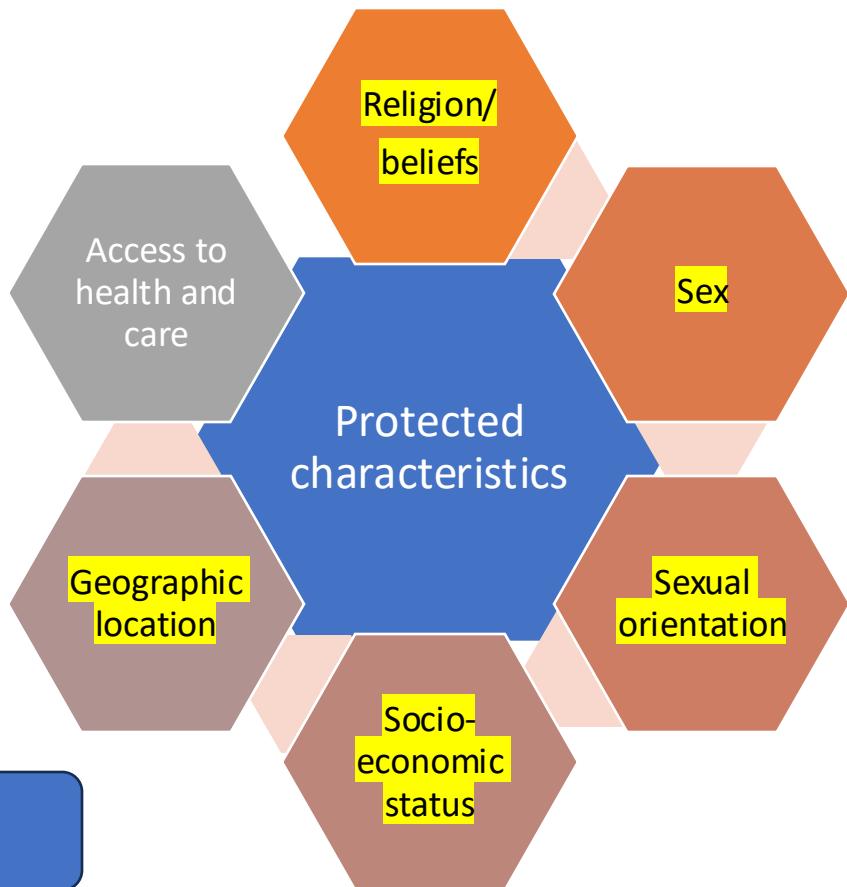




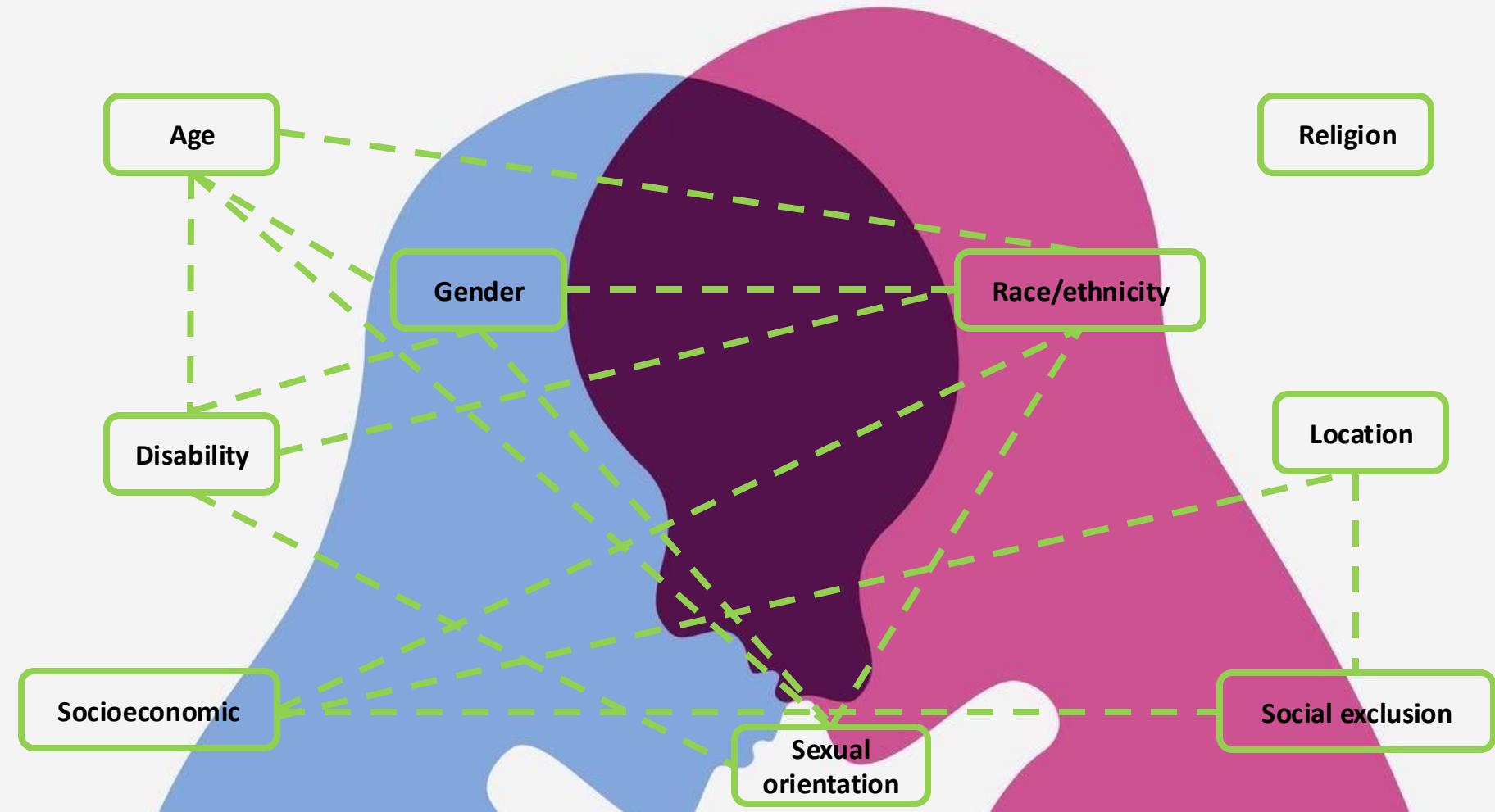


Intersectionality



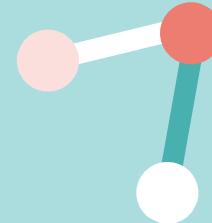


NIHR Protected characteristics

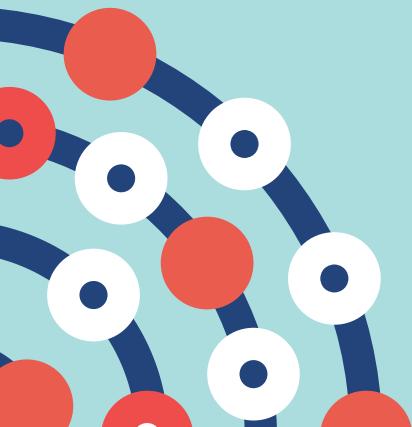


Intersectionality across themes

Theme	Protected characteristics
Routine governance	Gender, sexual orientation
	Gender, race (ethnicity), sexual orientation
Research development	Socioeconomic status, ethnicity
	Language, special needs (disability)
Career development	Gender, ethnicity
	Disability, race (ethnicity)
Evaluations/monitoring	Gender, ethnicity
	Age, gender, sexual orientation, ethnicity, disability
Communications	Gender, disability, sexual orientation
	Gender, race (ethnicity), disability



Consistency with NIHR strategy





OBJECTIVES

- Research development

ACTIONS

- Institutional change
- Student/career development

SUCCESSES

- Resources, training, investment

OBJECTIVES

- Cultural change in workplaces
- Student/career development

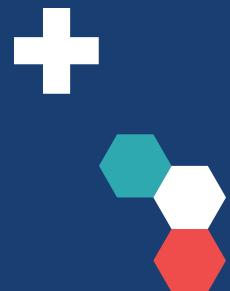
ACTIONS

- Workplace culture change
- Student/career development

SUCCESSES

- Career development





Concluding remarks



Implementing logic models



Are they asking the right
questions even if the
answers aren't being
observed?

Can they be a
template for EDI
evaluations/audits?

Implementing EDI objectives

Theme	Objective subthemes	Action plan subthemes	Success measure subthemes
Evaluations/audits	Monitoring, improvement, development	Evaluating EDI strategy, progress Staff culture Training Reports PPI Communications Equality Impact Assessments	Data monitoring Meetings Research Staff, workforce Reports Evaluations, surveys EDI monitoring
Collaborations	Partners, stakeholders, networks Improvements in research, interventions	Partnerships with stakeholders Joint work on EDI practices EDI working groups Networks, partners, community engagement Volunteers	EDI working groups with community engagement Stakeholders Staff networks Community groups/engagement

Differentiating between action plans and success measures

Student/career development

Actions: mentorship, doctoral opportunities, internships
Success measures: data that records improvements in uptake

Collaborations

Actions: partnerships, EDI working groups
Success measures: reporting outcomes/achievements of networks



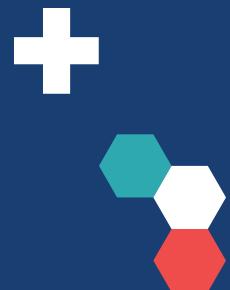
Importance of common themes threaded across objectives, action plans, success measures

Are some EDI strategies less actionable or measurable than others?

What is the meaning of the themes in practice?



Thank you

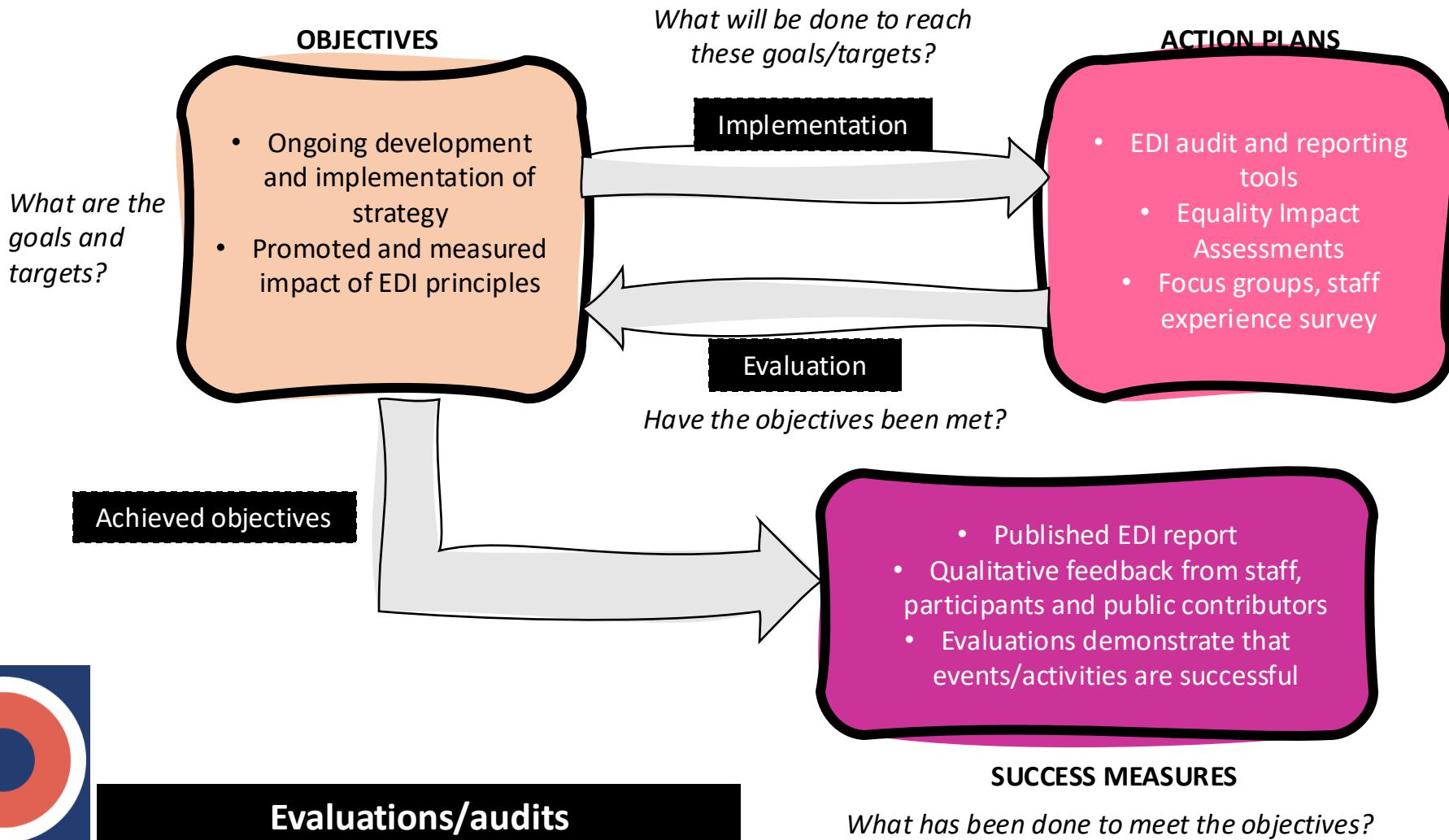


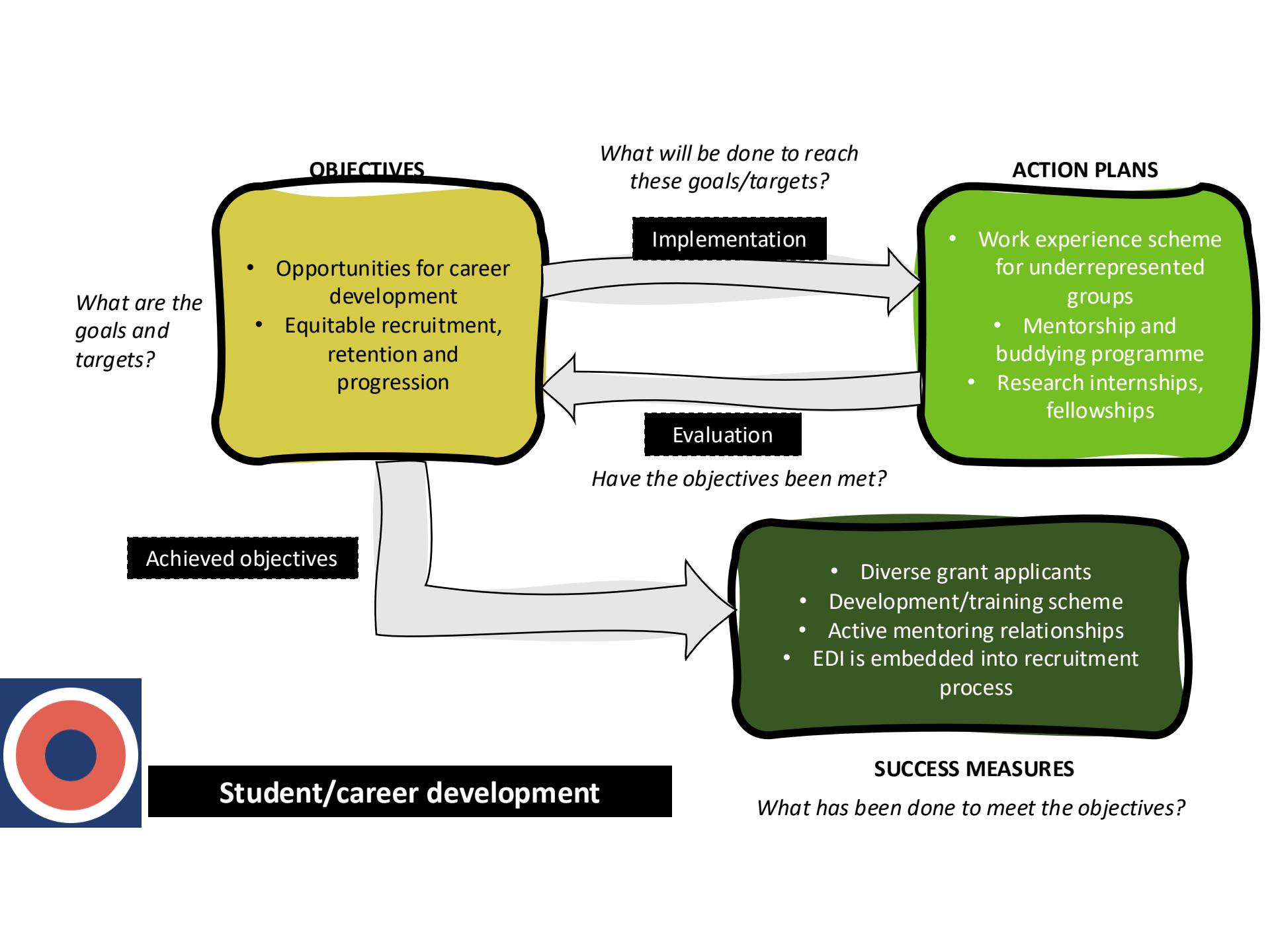
Phuong.hua@bristol.ac.uk

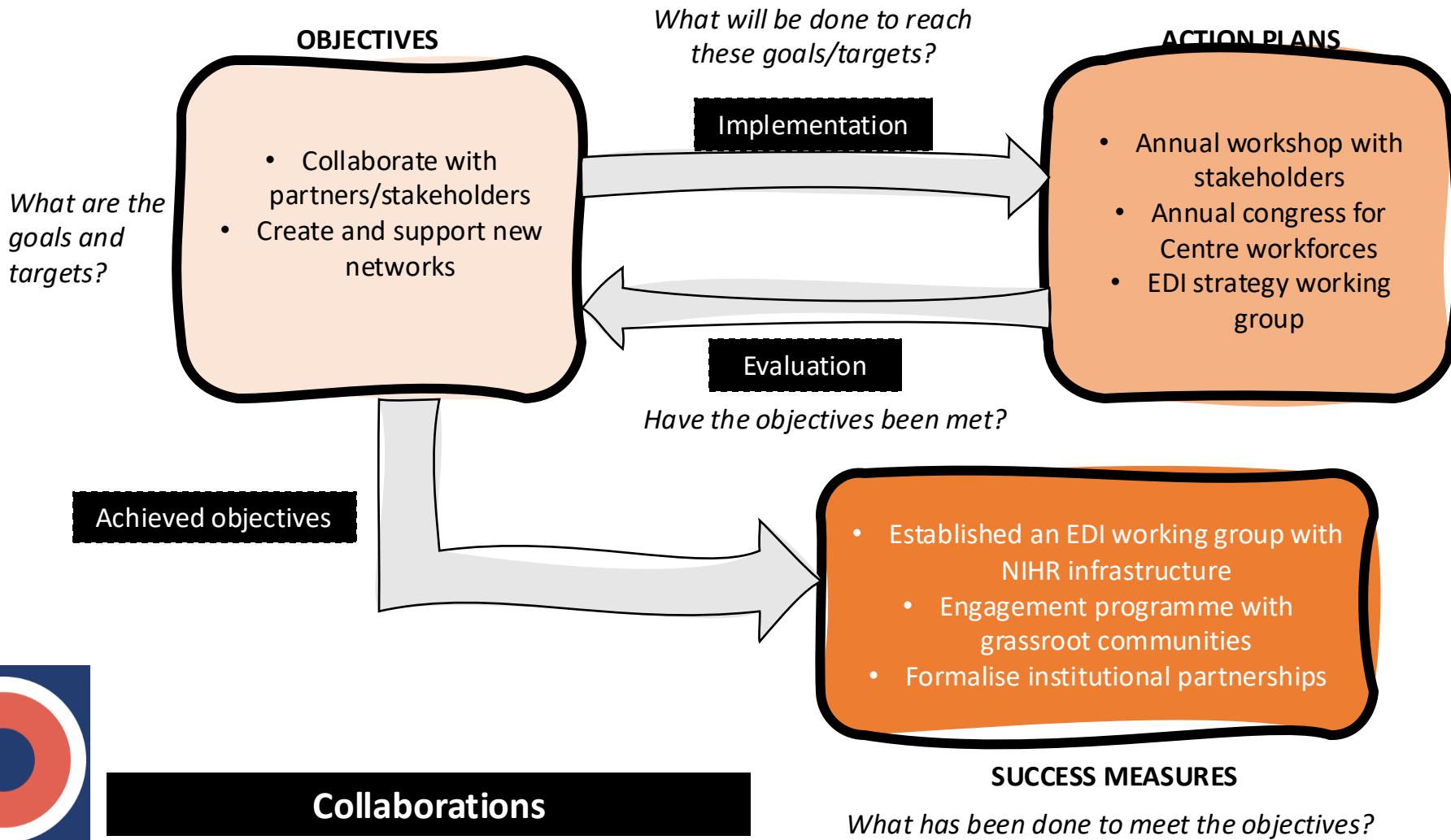
Shoba.dawson@bristol.ac.uk

Hazel.Phillips@bristol.ac.uk









Objectives - CRF

Themes	Sub-themes
Cultural change in workplace (n=8)	EDI in governance, processes, staff training Connections with local communities Career development
Research development (n=6)	EDI research Facilitating research participation PPI, community engagement
Data collection (n=5)	Demographic data and baselines for analysis
Communications (n=5)	Digital platforms for inclusive research

Action plans - CRF

Themes	Sub-themes
Collaborations/networks (n=10)	Networks, partners, community engagement Volunteers
Workforce culture change (n=8)	Training Inclusive culture EDI working group
Participatory research (n=8)	PPI Research participation, community engagement
Leadership/governance (n=7)	Representative governance Leadership pathways
Reviews/evaluations (n=7)	PPI Communications Equality Impact Assessments
Research development/delivery (n=7)	Participants, PPI EDI research Inclusive applicants
Communications/publicity (n=4)	Events Web resources Language, accessibility
Data collection (n=4)	Data collection, analysis Diversity baseline

Success measures - CRF

Themes	Sub-themes
Reviews/audits/feedback (n=7)	Reports Evaluations, surveys EDI monitoring
Networks/collaborations (n=3)	Staff networks Community groups/engagement
Staff development (n=2)	Training Junior investigators
Communications/events (n=2)	Web resources