

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



NIHR Bristol Biomedical Research Centre

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### London

- 1 NIHR Barts Biomedical Research Centre
- 2 NIHR Great Ormond Street Hospital Biomedical Research Centre
- 3 NIHR Imperial Biomedical Research Centre
- 4 NIHR Maudsley Biomedical Research Centre
- 5 NIHR Moorfields Biomedical Research Centre
- 6 NIHR The Royal Marsden Biomedical Research Centre
- 7 NIHR University College London Hospitals Biomedical Research Centre



# Biomedical Research Centres



# Equality, diversity and inclusion



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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

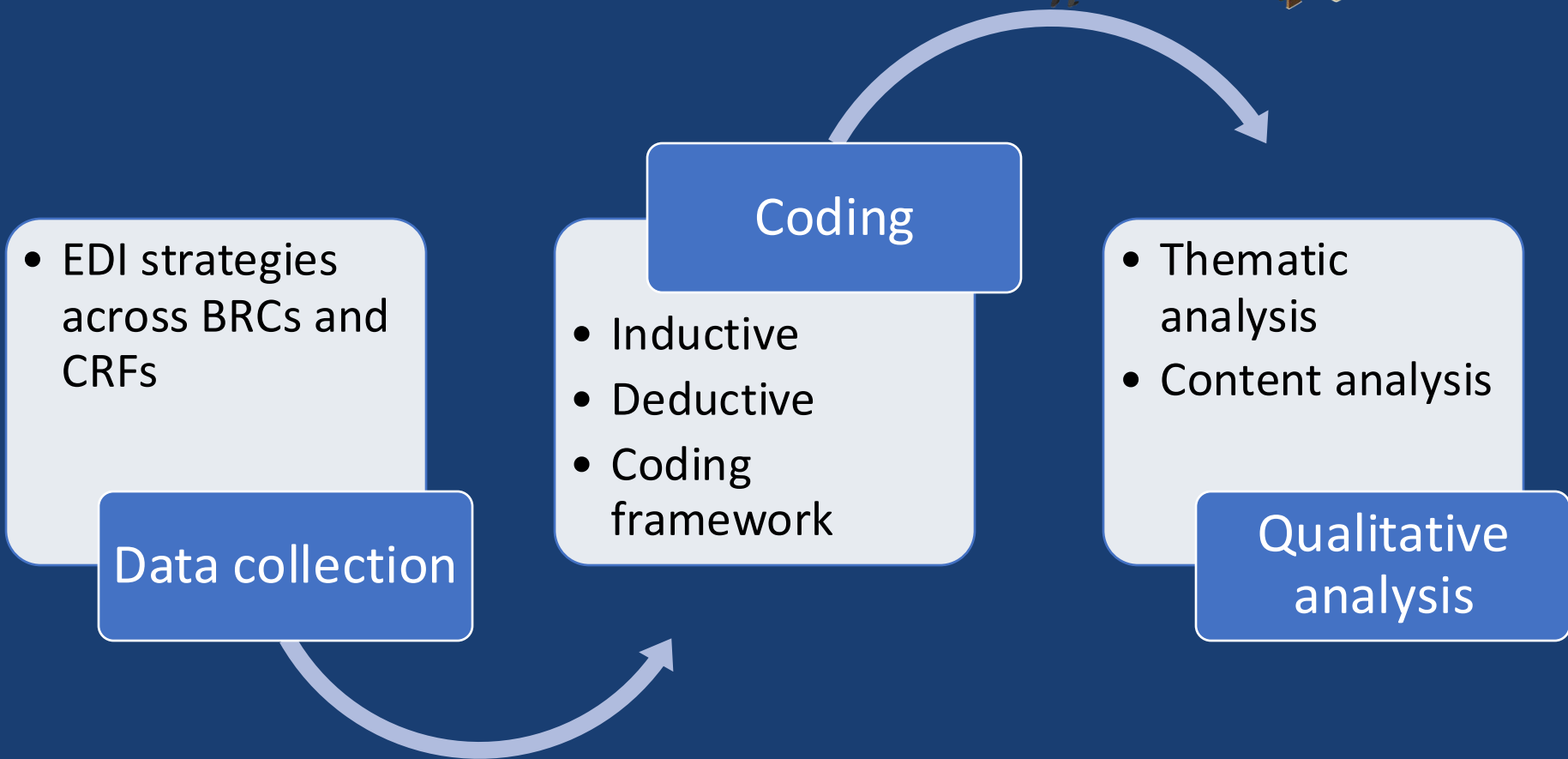
- Intersectionality

- Consistency with NIHR EDI strategy 2022-27

- Public contributors

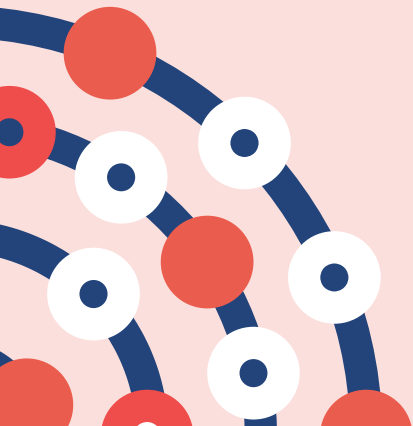
- Concluding remarks

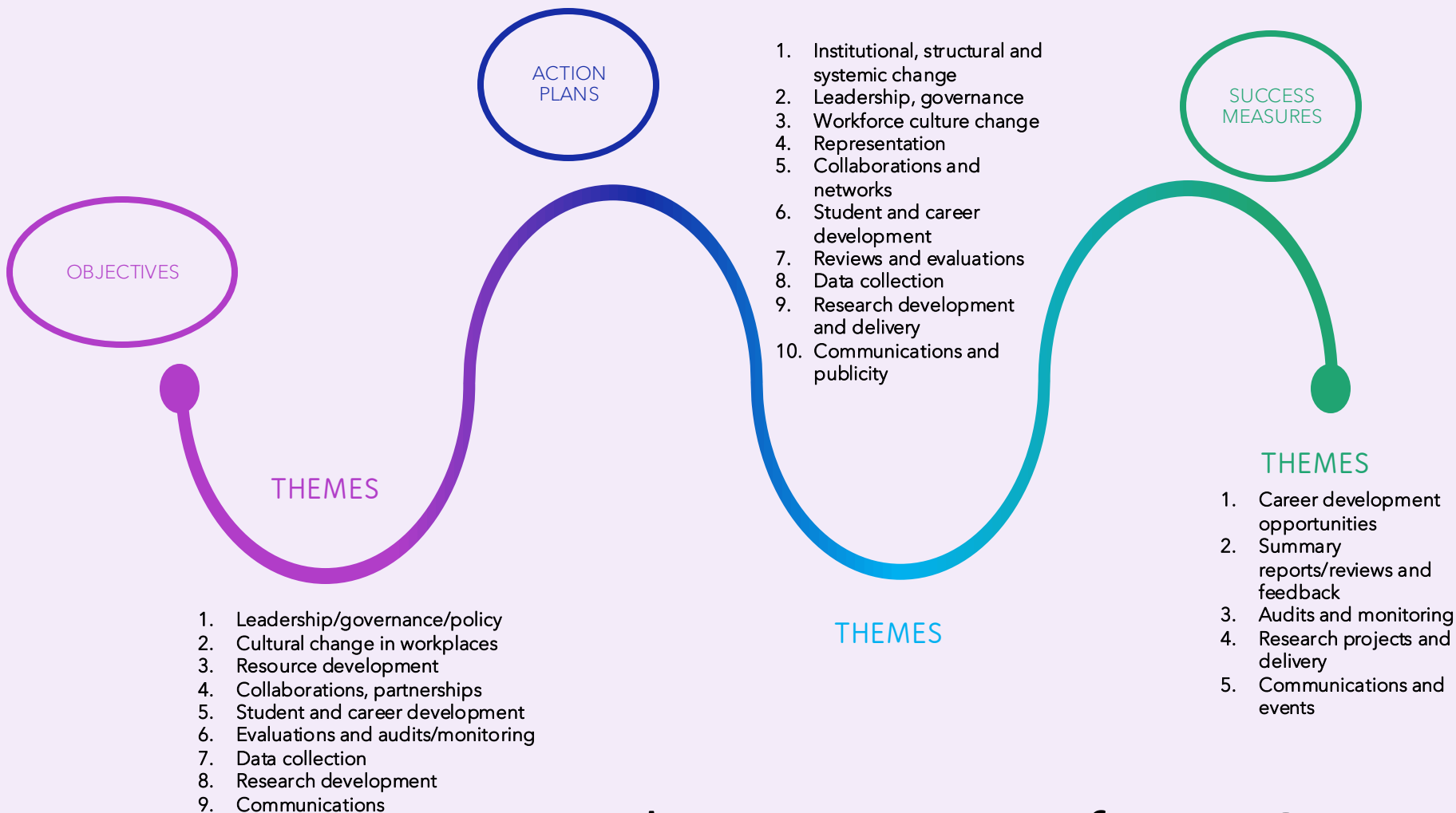
# Methodology of evaluation





# 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

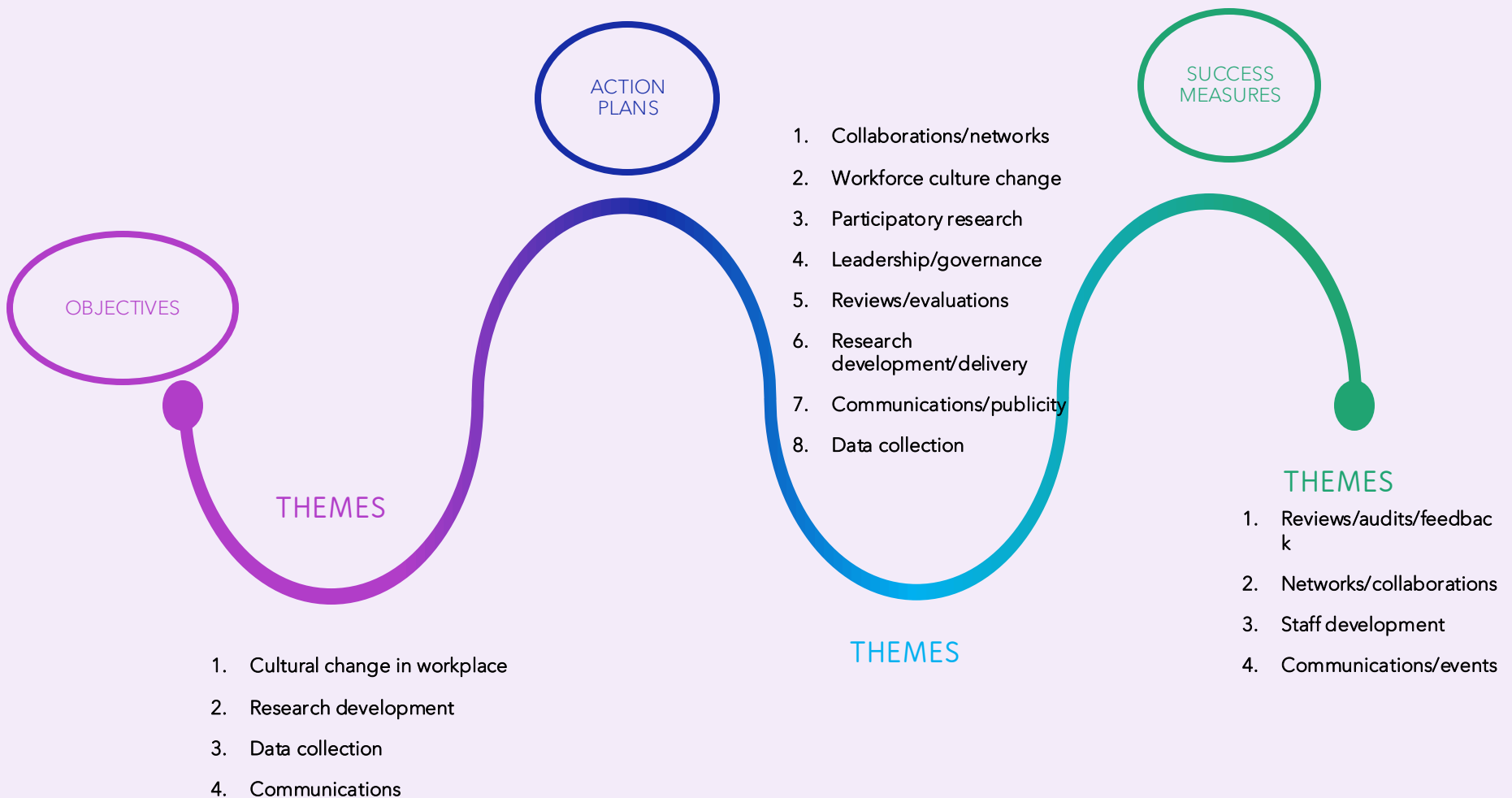
Themes (n of trusts)	Sub-themes
Leadership/governance (n=15)	Diverse governance, leadership EDI leadership groups
Data collection (n=15)	Data collection, analysis
Student/career development (n=14)	Career pathways Doctoral opportunities Internships, work experience Mentorship Fellowships, funding
Institutional 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

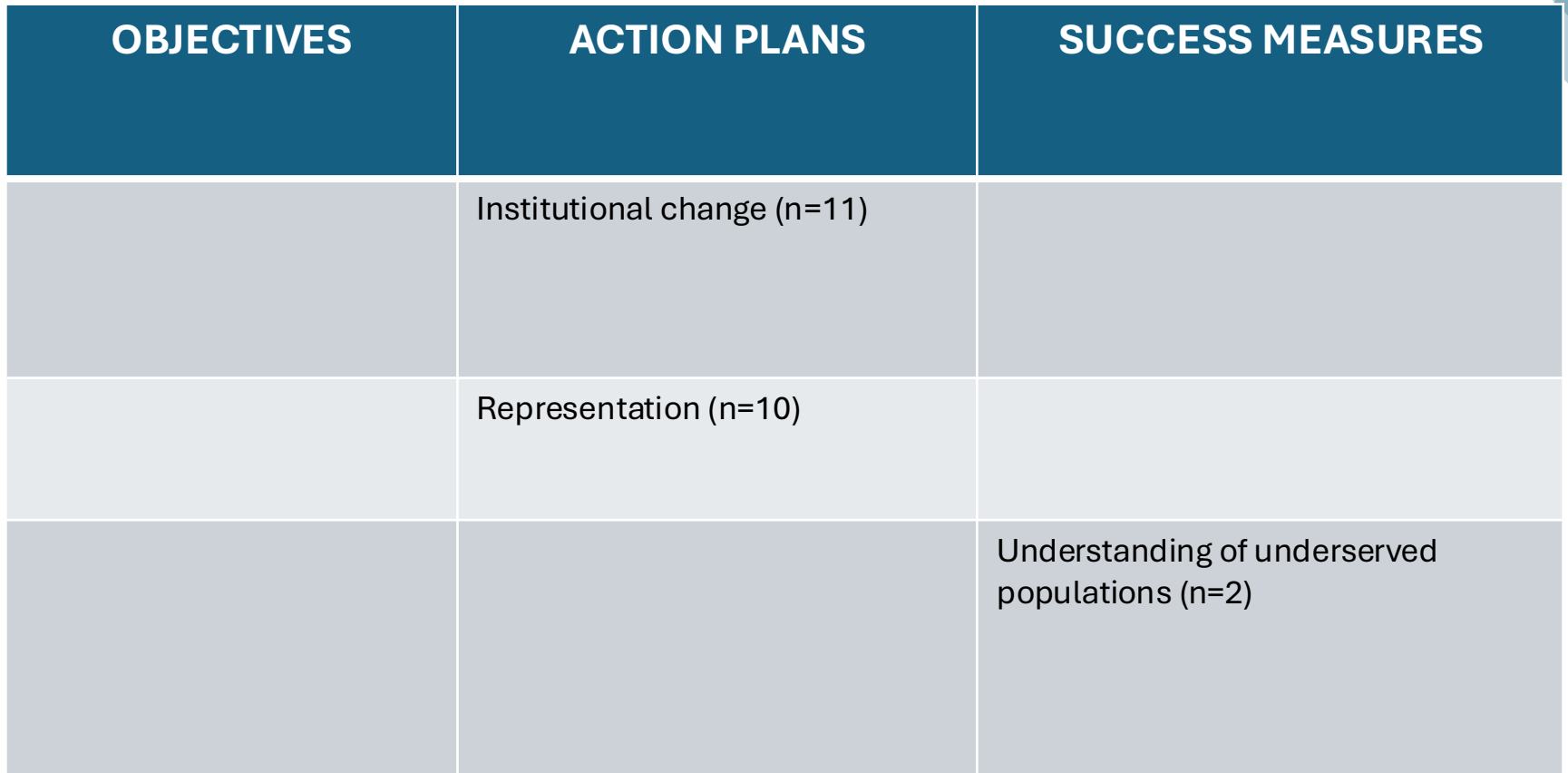
# Success measures

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

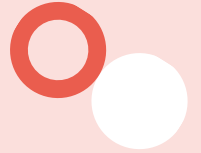
EDI embedded in leadership positions, committees and boards ensuring representation, oversight and governance

## Research development/delivery

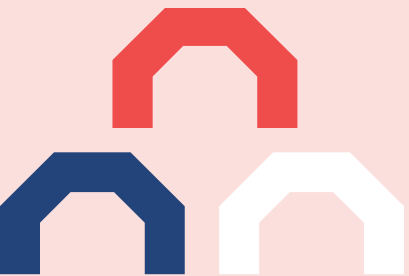
Promote EDI throughout the research process and involve underrepresented groups in research design and delivery

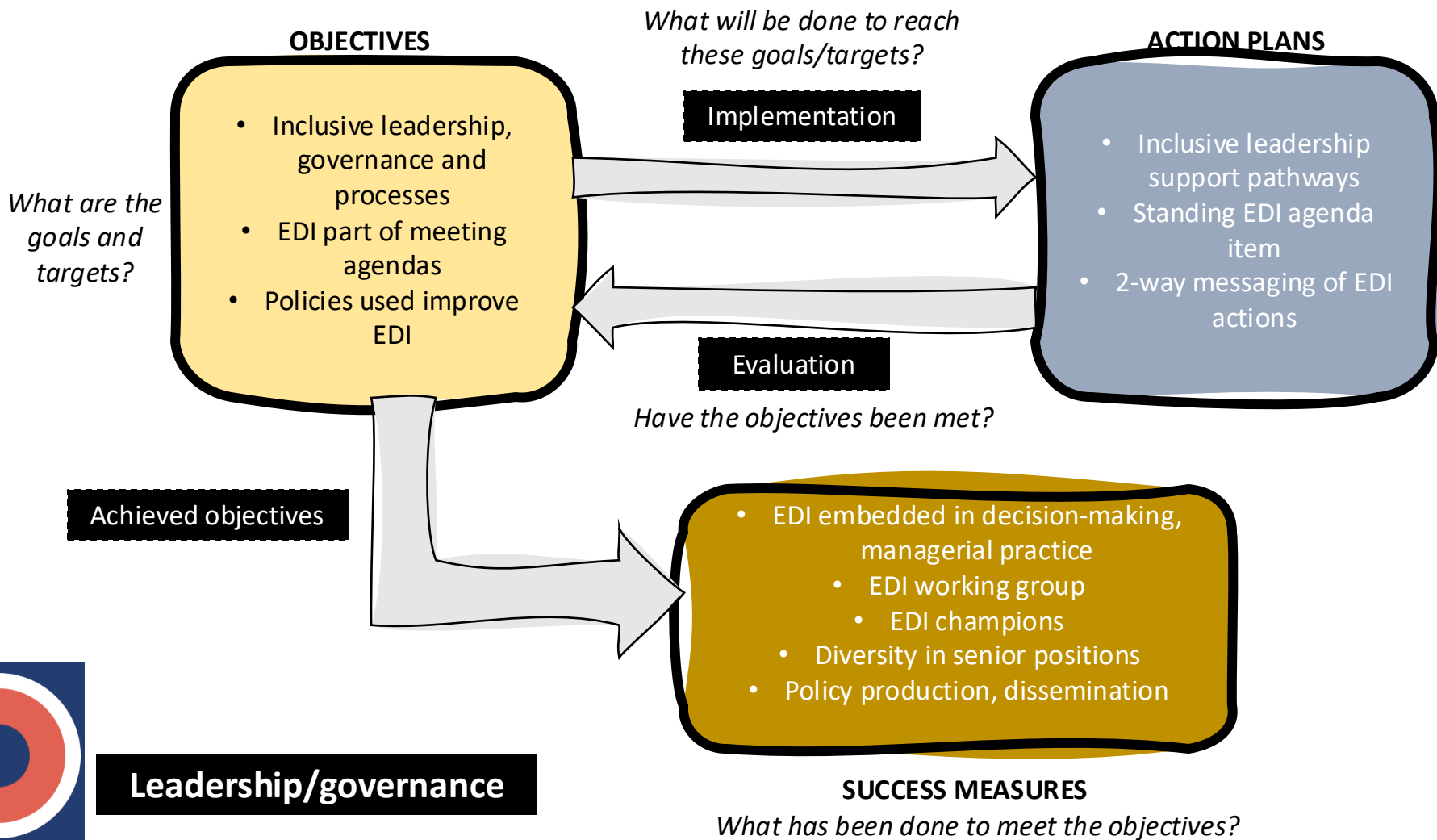
## Communications

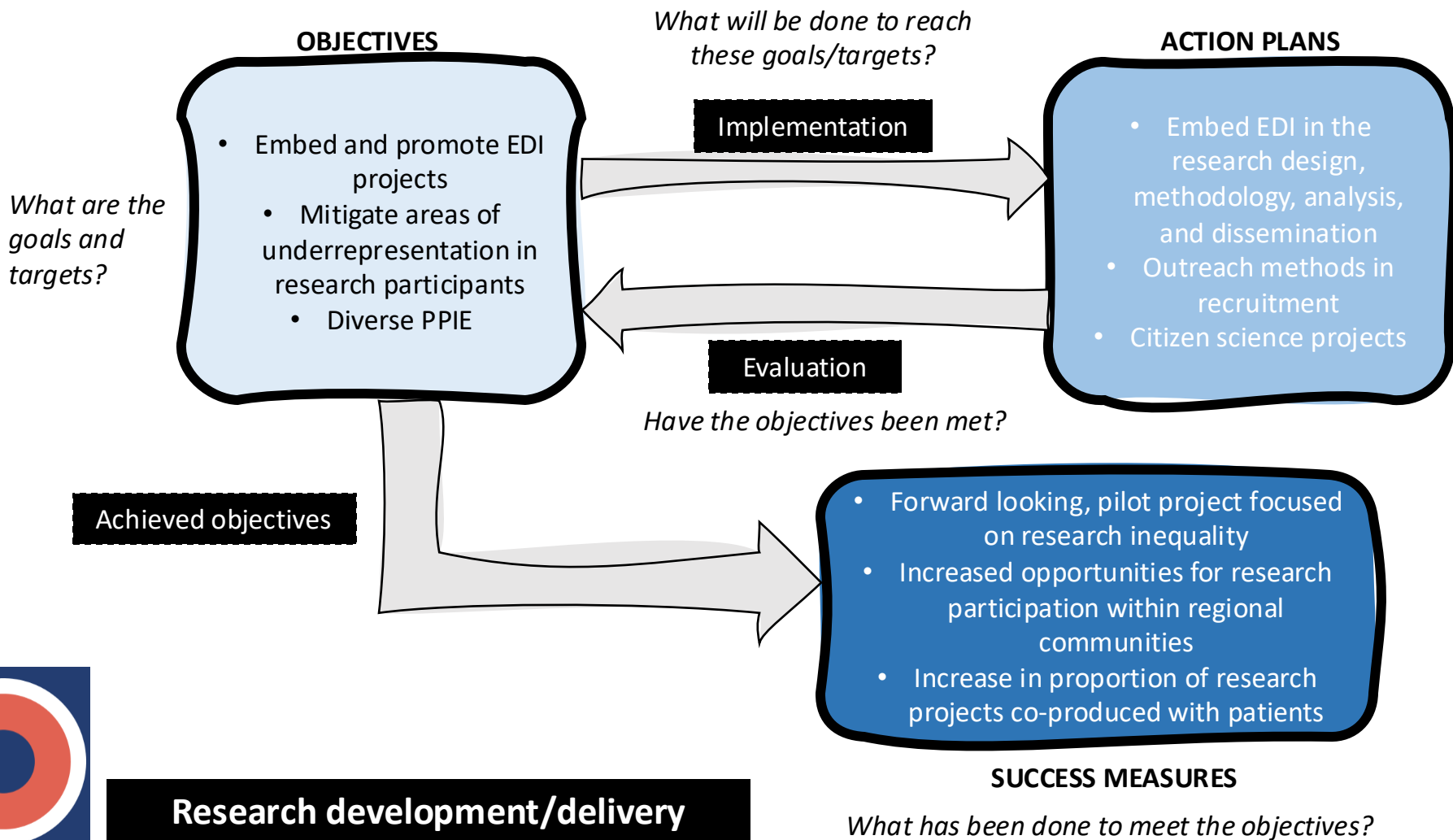
Representative and inclusive communications including events, presentations and web sources

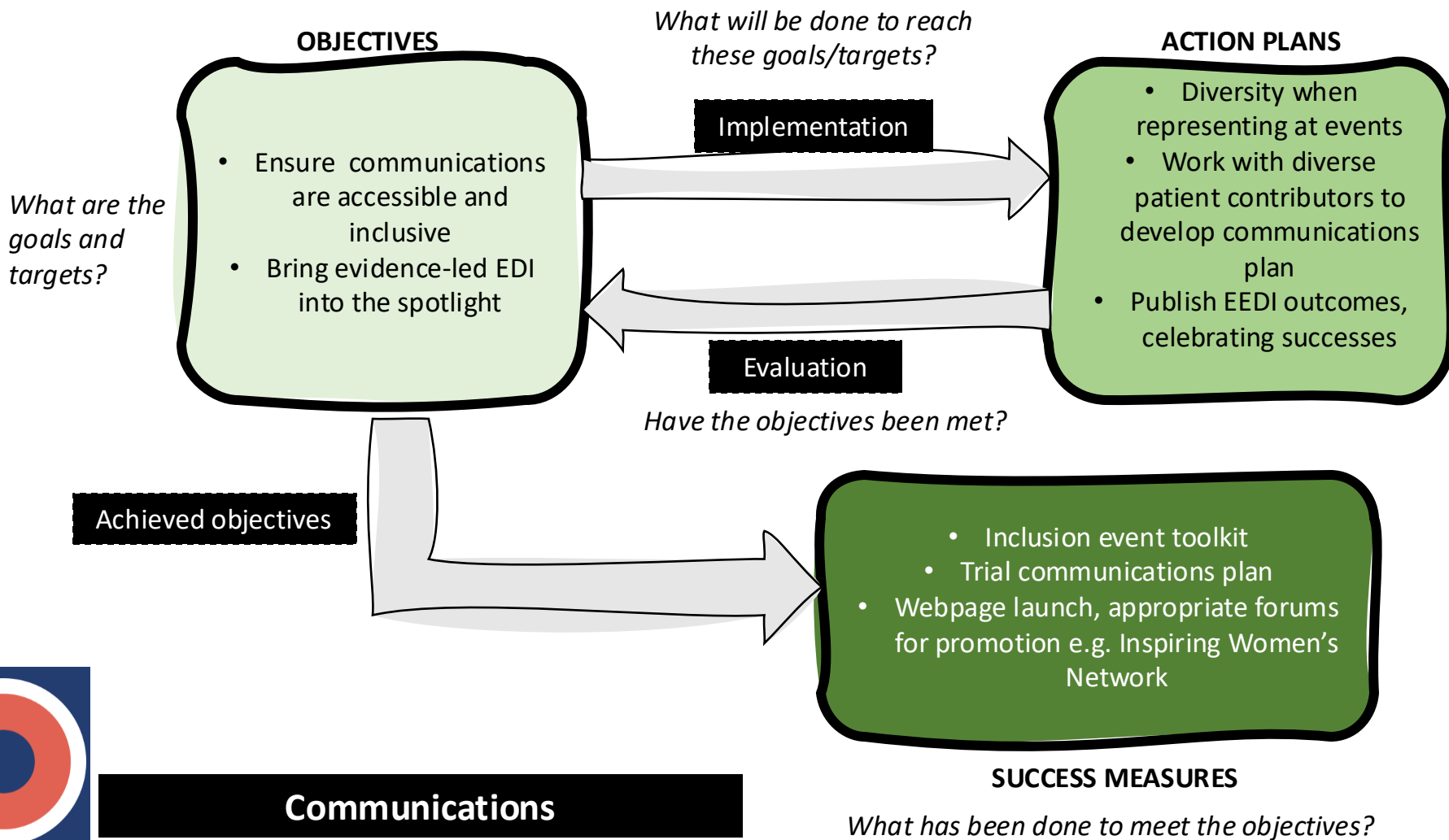


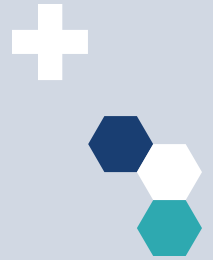
# Logic Models



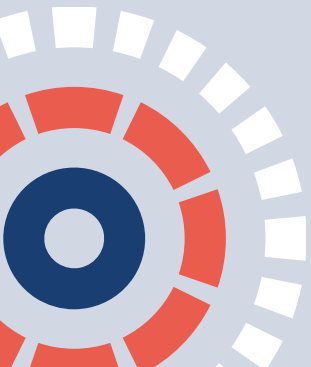






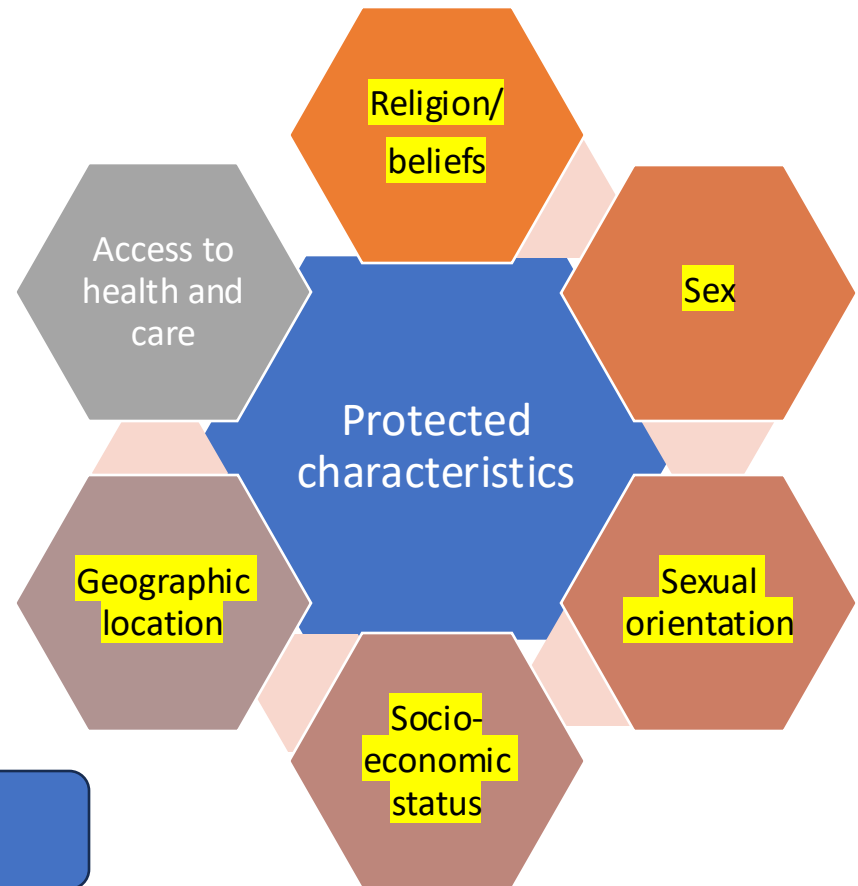


# Intersectionality

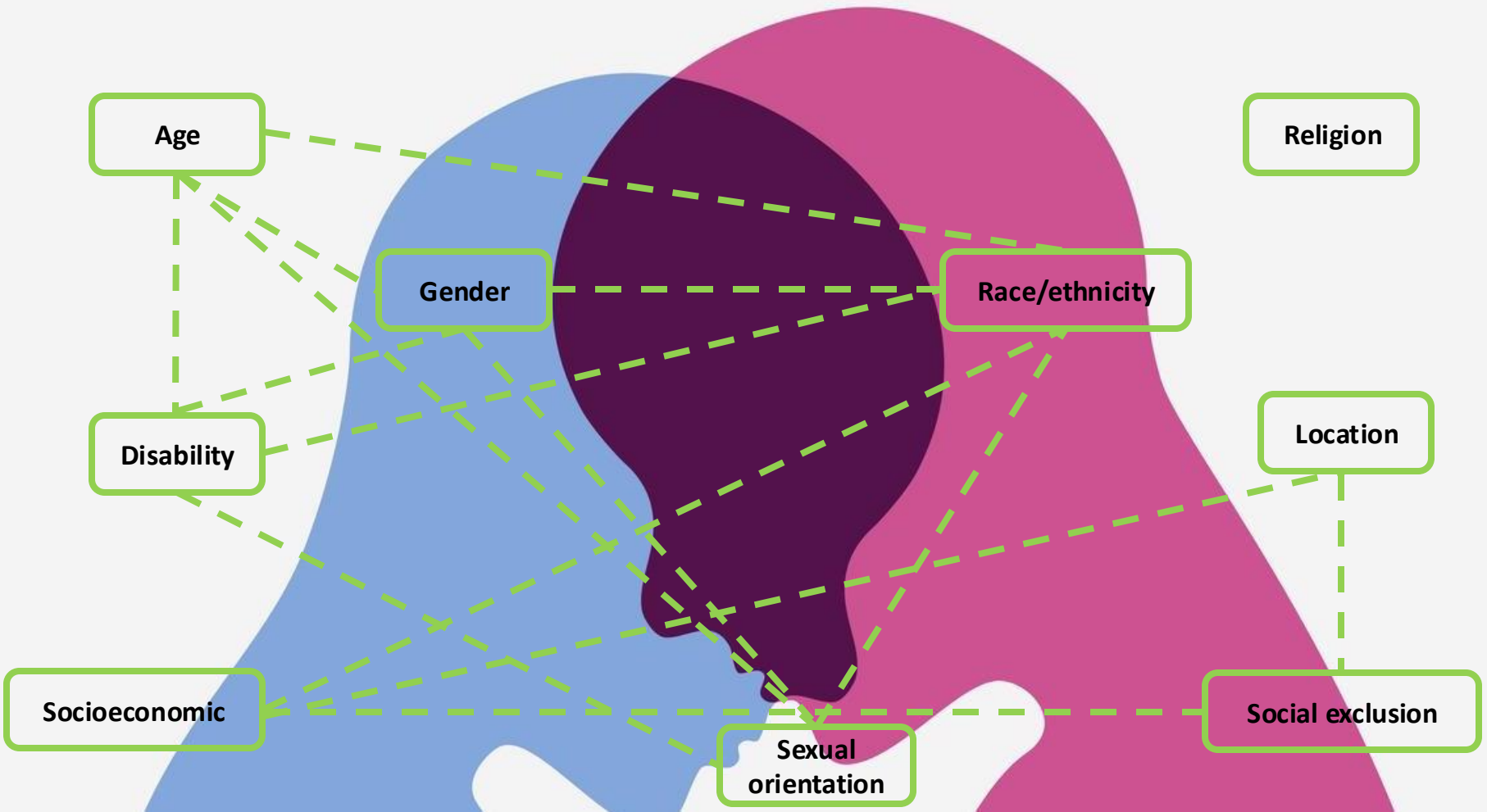




NIHR Protected characteristics

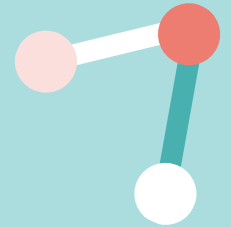




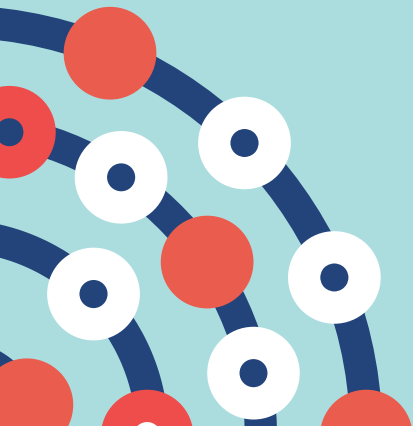


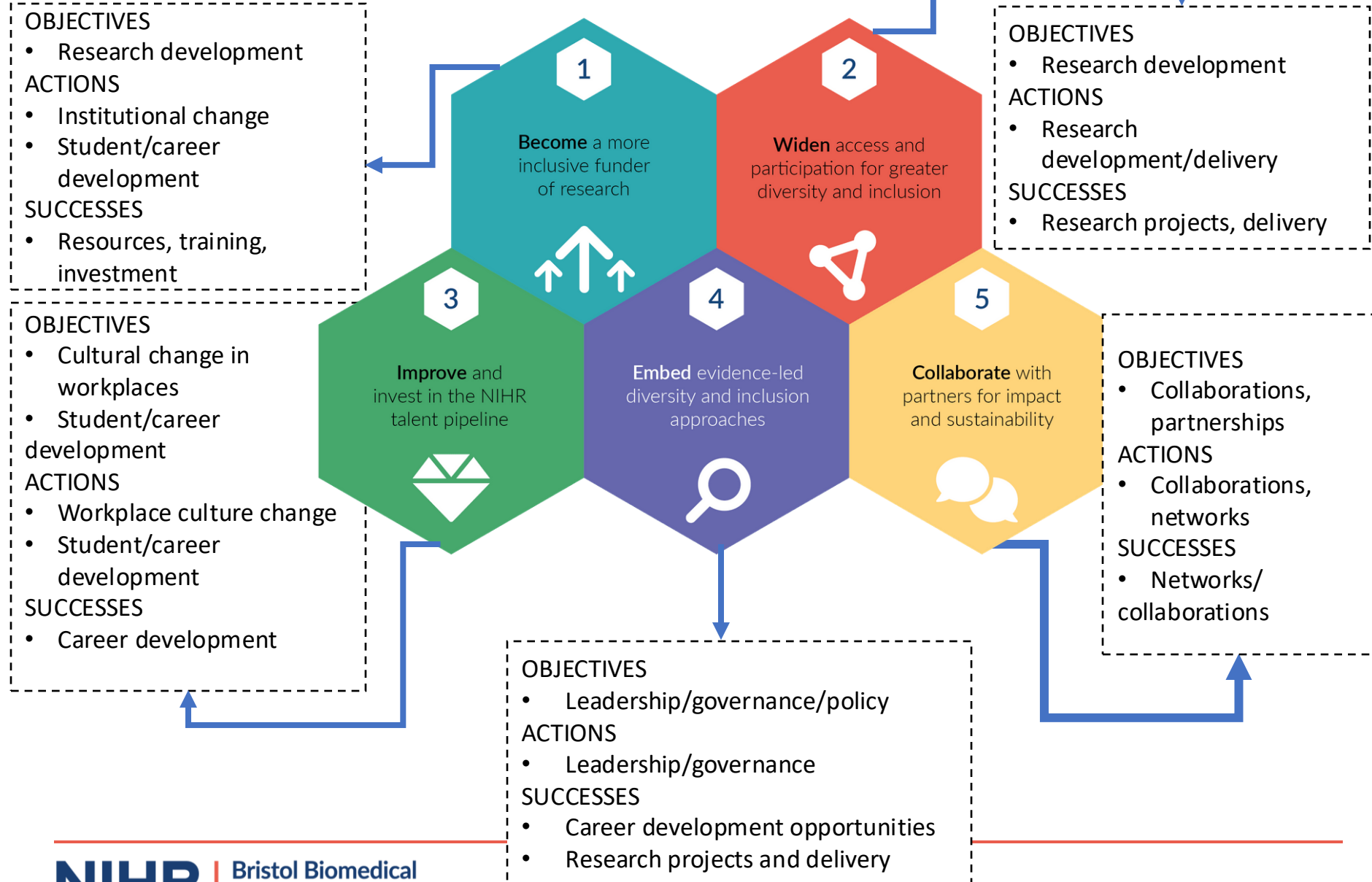
# Intersectionality across themes

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
Evaluations/monitoring	Disability, race (ethnicity)
	Gender, ethnicity
	Age, gender, sexual orientation, ethnicity, disability
Communications	Gender, disability, sexual orientation
	Gender, race (ethnicity), disability



# Consistency with NIHR strategy







# Concluding remarks



Can they be a  
template for EDI  
evaluations/audits?

Implementing  
logic models

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

# 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

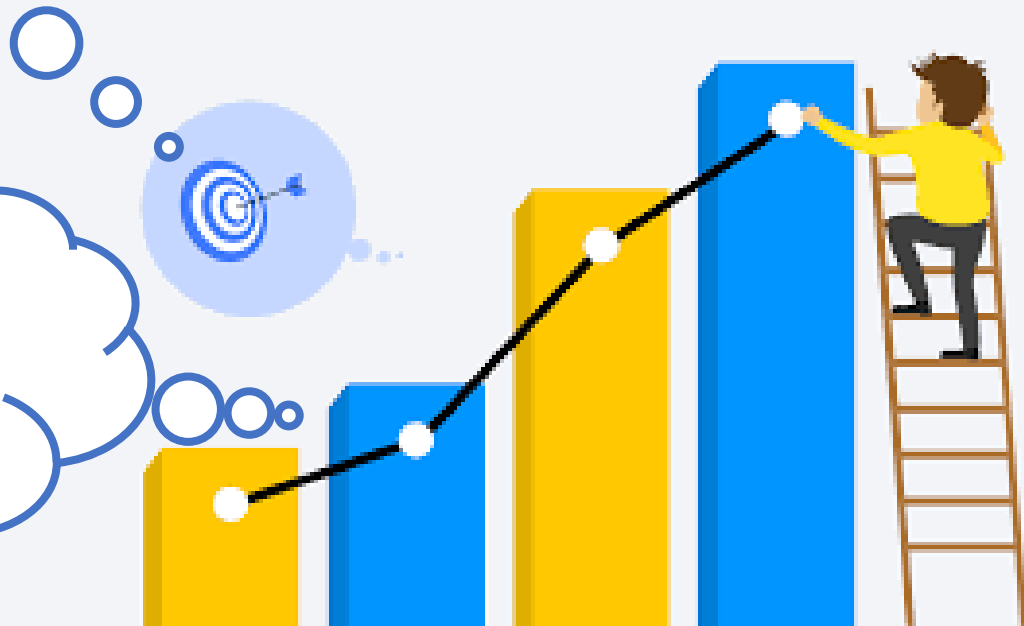


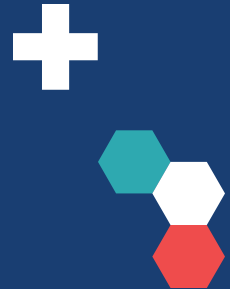


# Importance of common themes threaded across objectives, action plans, success measures

Are some EDI strategies less actionable or measurable than others?

What is the meaning of the themes in practice?





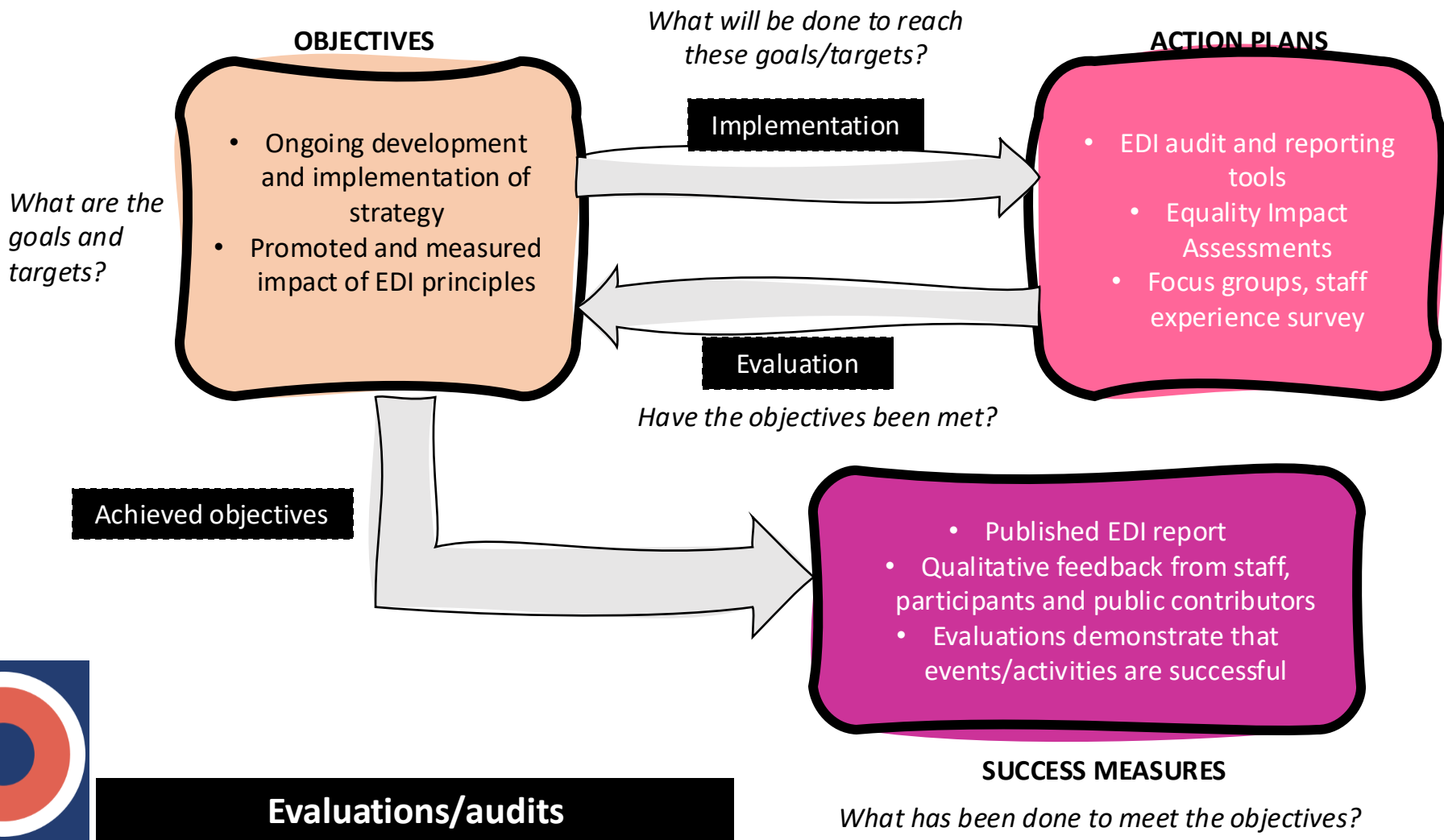
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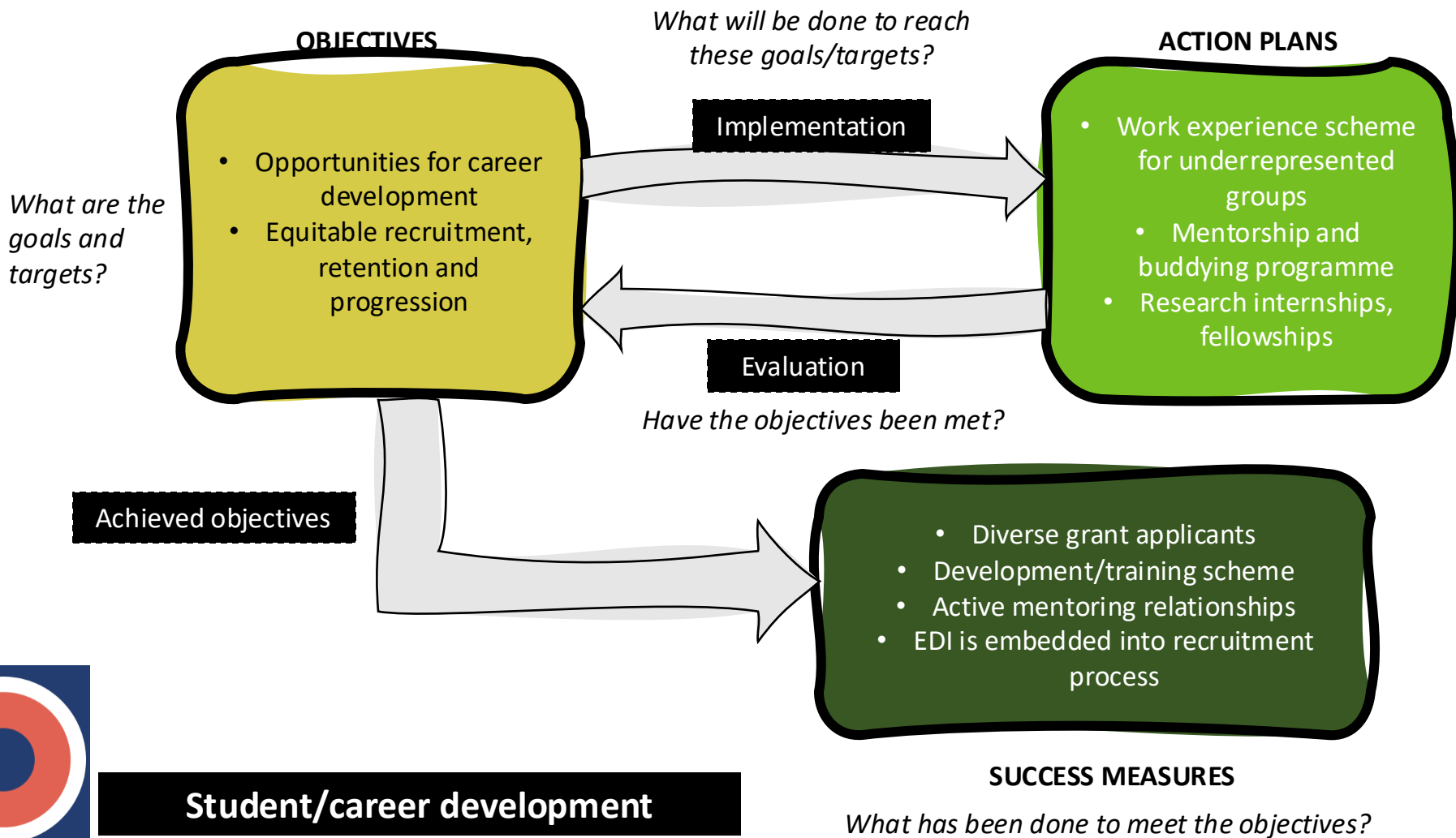
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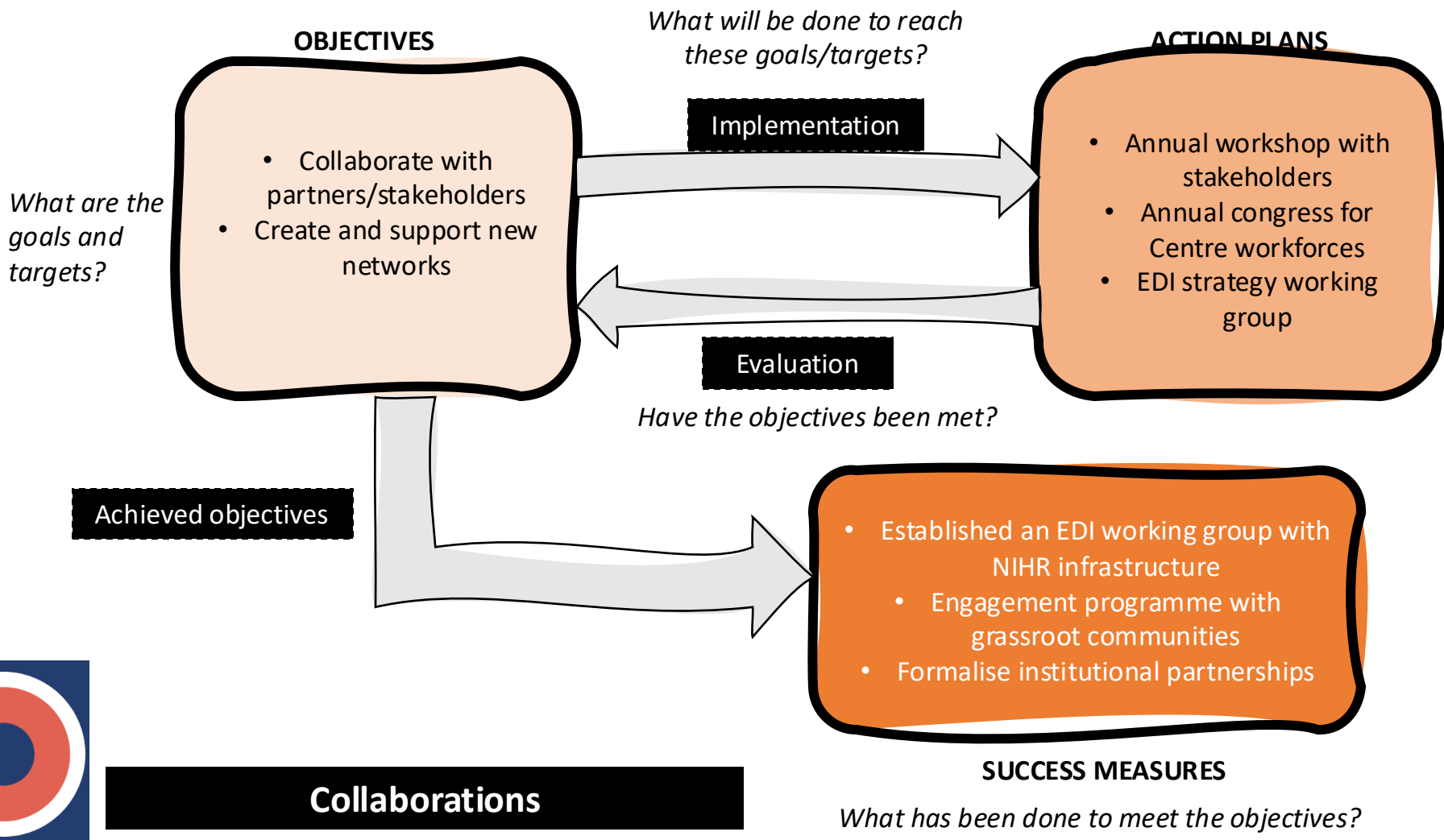
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# Objectives - CRF

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