

# EDI Caucus (EDICa)

- 24th April 2023 10-12 (break at 11)
- Caucus can be contacted on [edicaucus@hw.ac.uk](mailto:edicaucus@hw.ac.uk)
- Twitter @edi\_caucus



**UK Research  
and Innovation**



**EDICa**

# Agenda for the morning

1000-1010 – Welcomes, housekeeping and introductions

1010-1020 – Introduction to the origins of the Caucus (The Funders)

1020-1050 – Introduction to EDICa, structure, purpose, workstreams, activities in year 1 (PI, workstream leads)

1050-1100 – break (Menti poll – What will success look like for the Caucus)

1100-1110 – UKRI state of the Nation: Research Culture Framework (Yolana Pringle) (including Q&A)

1110-1120 – Opportunities to get involved with the Caucus, including the Flexible Fund (Kate)

1120-1150 – Q&A

1150-1200 – Close

The logo for EDICa, featuring the letters 'EDICa' in a bold, sans-serif font. The 'E', 'D', and 'I' are black, while the 'C' and 'a' are blue.

# Key information

- Chat enabled for delegates to message the hosts
- Delegates can enable automated captions
- Slides available via website <https://disc.hw.ac.uk/working-with-us/>

# The EDI Caucus (EDICa)

**The EDI Caucus initiative is funded by UKRI, with additional support from the British Academy**



**UK Research  
and Innovation**



# The funders



Arts and  
Humanities  
Research Council



Biotechnology and  
Biological Sciences  
Research Council



Economic  
and Social  
Research Council



Engineering and  
Physical Sciences  
Research Council



Innovate  
UK



UK Research and Innovation (UKRI) is a non-departmental public body sponsored by the Department for Science, Innovation and Technology (DSIT). We are the UK's largest public funder of research and innovation.

The British Academy is the UK's national academy for the humanities and social sciences. They invest in researchers and projects across the UK and overseas, engage the public with fresh thinking and debates, and bring together scholars, government, business and civil society to influence policy for the benefit of everyone.

# Funders' vision and mission for the EDI Caucus

- The Funders' **vision** for the EDI Caucus is to strengthen the R&I system by supporting a culture in which a diversity of ideas, perspectives, and talent from all backgrounds, areas of the UK, and career stages can thrive.
- Our **mission** is to ensure our own practices reflect the best available evidence on how to improve EDI outcomes.
- We envisage that the EDI Caucus will generate and share high quality evidence on practices that improve equality, diversity and inclusion outcomes in the research and innovation system through the leadership team working together with a network of experts and practitioners as well as the Funders.

# Objectives

1. To provide insights from research evidence on EDI that informs and shapes the work of the funders, and the broader research and innovation sector.
2. To address priority evidence gaps by commissioning and undertaking new research and by supporting UKRI and the British Academy in testing and evaluating new EDI-related initiatives.
3. To promote, coordinate and facilitate interdisciplinary approaches to research on EDI.

# Working together with the EDICa Leadership team

- Initial co-design phase where the funders and the EDI Caucus will work together to tailor the Caucus's approach so that it can best meet the aims of the call.
- The Funders have identified several key priority areas that will be refined in collaboration with the Caucus. The Funders and the EDI Caucus are jointly working on a plan for their delivery.
- We will engage in an iterative process to respond in agile and effective ways to the needs of the R&I sector.



# Introduction to EDICa – consortia of 8 organisations

## **The Team**

Management team: Professor Kate Sang (PI & WS1 lead), Professor Jemina Napier (Dep PI and EDI lead), Dr Catherine Souch (Engagement Lead), Professor Robert MacIntosh (Workstream 2 lead), Dr James Richards (Workstream 3 lead), Dr Clayton Magill (Neurodiversity champion), Fenella Watson (Senior Project Support Officer), Caucus manager, finance manager

**PDRAs:** Dr Cat Morgan, Dr Jos Collins, Ciara Cocco (WS1), Dr Siddartha Saxena (June 2023), Stefanie Schenider (July 2023 WS2)

## **Full investigators**

Autonomy (Dr Will Stronge), Dr Nima Ali, Professor Raffaella Ocone, Professor Nilay Shah, Professor Diane Gyi, Professor Jason Arday, Dr Marion Hersh, Associate Professor Mata Ayoub

# Partners

- National Museum of Scotland
- York University Ontario – Dr Alison Harvey
- SuMMER CDT <https://www.plymouth.ac.uk/student-life/your-studies/research-degrees/centre-for-doctoral-training-in-sustainable-management-of-uk-marine-resources>
- IDRIC <https://idric.org/>

# The Research Team's experience and expertise

- Co-design, action research, participation action research
- Sociology of work/labour process, disability studies, applied linguistics, ergonomics and design, engineering (chemical and biomedical), business management, education, anti-racism studies, media and communications, industrial relations, computational sociology, cultural anthropology, and ethnology
- EDI (gender, disability, neurodiversity, race and ethnicity, migration, Deaf studies, poverty, leaveism, menstrual health) across industries including research careers
- The future of work including 4 day working week
- Human Resource Management (including sustainable and socially responsible HRM), strategic management, employment relations
- Ethics in engineering

# EDICa purpose and ethos

Our vision for the Equality, Diversity and Inclusion Caucus (EDICa) is to *create inclusive research and innovation cultures* enabling diverse researchers to access and *thrive* in careers across the research and innovation (R&I) systems, removing barriers to full participation experienced by women, disabled, LGBTQI and racially minoritized researchers, and researchers with caring responsibilities.

*EDICa will act as a focal point*, identifying, evaluating and synthesising EDI initiatives across the R&I systems ensuring research addresses the needs of a diverse range of stakeholders.

Using evidence reviews, our own projects and the management of a flexible fund, *EDICa will coordinate and disseminate interdisciplinary research to address the stubborn inequalities* which persist across the research and innovation ecosystem, *creating national and international communities of practice (CoP)* equipped to build the inclusive research cultures urgently required.

# EDICa structure

<b>Workstream</b>	<b>Aim</b>	<b>Examples</b>	<b>Impact</b>
WS1 The career-life lifecycle (Lead Sang with Arday, Ayoub, Ali)	Identify the relationships between key career and life events and their mutual impacts, making recommendations for reducing barriers to inclusion across the career.	Recruitment, selection, socialisation, performance appraisal and life course events such as perimenopause, caring responsibilities, health, disability & neurodiversity	Co-design and evaluate strategies to reduce barriers to inclusive research and innovation cultures and careers
WS2 The research process (Lead MacIntosh with Magill and Hersh)	Determine how EDI can be embedded in the research process and increasing the diversity literacy of researchers	Conception of projects, their conduct, evaluation and dissemination including, field work, laboratory work, mobility (travelling for work), dissemination and impact	Increase the diversity literacy of researchers and research leaders, co-design and evaluate strategies for embedding equity across research activities
WS3 The organisation of work (Lead Richards with Autonomy, Gyi)	Identify how work can be organised in a variety of research workplaces to create enabling workspaces	Laboratories, offices, field work workloads, working patterns, hybrid working, workspace, remote working, industrial relations.	Co-design practical strategies for creating workplaces and workspaces that enable all researchers to thrive

# Workstream 1 – The Career Lifecycle

- Key team lead project – menstrual health and research and innovation careers (co-designed intervention)
- Imagining the possibility of a career in research and innovation
- The research and innovation teams – including professional services, laboratory managers, technicians
- Recruitment, selection, socialisation, progression

# Workstream 2 – The Research Process

- Embedding EDI at every stage of the research process within and beyond HE
- Adopting an Action Research approach and using video diaries
- Exploring the impact of policies, procedures and guidance e.g.
  - In the commissioning process
  - In the review / award process
  - In delivering the research
  - In supporting the delivery of research
  - In evaluation / reporting processes

# Workstream 3 – Organisation of work

- How work is organised likely to be both a key barrier and facilitator to inclusive careers in the R&I sector, i.e., *how* work is organised is the focus of the "problem" and *not* the R&I worker
- Key issues related to organisation of work: the environment (e.g., buildings and services), attitudes and work culture (e.g., stereotyping, discrimination and prejudice), organisations (e.g., inflexible, outdated, inconsistent, absent HR policy, procedure and practice)
- What does a(n) (co-designed) inclusive workplace look like?
- First main task: impact of Covid-19 pandemic on equality, diversity and inclusion across the UK R&I sector
- Co-creation of VR enabling workspace



EDICa leadership team: PI Sang, WS leads (MacIntosh, Richards), Project Manager, Engagement & EDI leads with UKRI, British Academy, Advisory & Oversight Committees



Delphi study

WS1: The career lifecycle (Sang, Arday, Aytoub, Ali)

WS2: The research process (MacIntosh, Magill, Hersh)

WS3: The organisation of work (Richards, Autonomy, Gyi)

Evidence reviews

EDICa projects 1-3

Flexible fund

ERICa web-resource (training, policy documents, evidence synthesis, best practice, case studies)



Engagement: Souch, Ayoub, Occone, Shah

Stakeholder engagement groups

Communities of practice

Co-design & implementation of research & EDI training with stakeholders, advisory & oversight boards



# Activities in year 1

- Delphi study – co-designing Caucus work
- Recruiting advisory board
- Covid-19 study – medium term impacts of the pandemic on equity across the R&I ecosystem(s)
- Understanding reviewer & assessor equity and diversity literacy
- Pilot study using video diaries

# Break

MentiMeter poll – what would success look like for the Caucus?

<https://www.menti.com/alx9evnw3nw9> voting code **58 96 74 3**





SHIFT  
LEARNING



## UKRI State of the Nation on Research Culture

- Map and better understand current and past activity on research culture
- How can it be better supported in the future?

**Call for evidence:**

<https://research.shift-insight.co.uk/call-for-evidence>

# We need you! How you can get involved in the Caucus

- Participation in studies
- Joining stakeholder engagement groups (planned for June onwards) to co-design research projects and their outputs
- Joining the mailing list and sharing your own news
- Contributing to the seminar series
- Internships
- Submitting to the Flexible Fund.

# Flexible fund

- £1m over 3 years, evenly split across workstreams
- First fund will be launched this year (Summer 2023)
- We will release details of themes early to give applicants time to build projects and networks
- Priority given to those who are in their early career, those from minoritised communities, and which embed co-design

Q&A

Over to you!