

What will success look like for the EDI caucus?

52 Answers

Evidence-based policy changes my institution can adopt right away.

Actual action in universities with better representation at all levels within the academy, esp Snr leadership

A few interventions that have been identified as having positive impact on marginalised groups and removing barriers

Broad range of voices heard in this work and visible in the outputs.

Leading to measurable improvements in EDI in the sector

Clear evidence base - with effective evaluation measures - that is used to re-shape R&I policy and practice

More involvement of racially minoritised people in the caucus - not just in relation to participants of your studies, but also in regards to leading projects and work streams!

Working in collaboration/awareness of other EDI initiatives across the sector to deliver coordinated and embedded change.

recommedations actioned by funders and research organisations

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Accessible funding schemes, with flexible submission dates.
Changes in cultures regarding expectations.

Influencing funders and employers to adopt inclusive working practices.

New EDI policies for R&I that positively impact the lived experiences of researchers at all stages of their careers in academia.

Greater awareness and implementation of evidence-based advice. A complete change in our research cultures - not based on PI's own youthful experience but on better understanding.

Material structural changes for marginalised and underrepresented groups, achieved collaboratively with people within those groups rather than extracting from them

People from all hierarchies will have been given opportunities to participate - not just senior leaders

The outcomes widely known and recommendations adopted across the sector. Instead of unis supporting research on best practice but not implementing it themselves.

Clear guidance on HOW to make change in complex institutions like HEIs, not just another list of recommendations.

Greater diversity of individuals in research leadership positions. Increase in diverse researchers in application pool and award rates within funder's stats.

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Demonstrable increase in underrepresented / minorities people in employment; demonstrable increase in staff wellbeing overall

Effective strategies and training for inclusive research culture

Engagement from a variety of employment sectors - it's a long journey but important to make a start.

Promotion of marginalised researchers

Increased diversity of PIs on successful grants + all applications; commitments by specific universities to act on/implement recommendations; gender balance in participants so it's not "women's work"

Ensure racial diversity is included systemically and holistically throughout the design, development and delivery of the caucus.

Improve HWU as a place where everyone has access and belong

All unis ensuring forms & paperwork are accessible for staff, help for grant bids is available to ND staff at Unis without grant writers so they 'get' what is required, promotion for ND staff is fair

Shift in inclusivity thinking in fields like mechanical engineering (specifically, because of all the toxic masculinity) down to the level of supervisory teams

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A shared understanding of how best to support EDI in all we do, what works, including what we do in research support roles/professional services

A position where EDI is embedded in everyone's attitude and practices rather than an add on/left to EDI officer

to start introducing new ways of working in real-world environments... and to report on the way these initiatives have functioned

Focused, evidenced, accessible resources for the wider community to draw on to enable EDI to be embedded throughout R&I

A boost in research produced from researchers originating in LMIC countries

evidence based toolkit for researchers and innovators

A clearer understanding of what works, for whom and in what circumstances to shift the dial on edi related outcomes in R&I

Information imparted, received and understood and eventually implemented by wider audience on EDICa and it's mission and vision

All the info and guidance those in policy positions can use to improve edi in r&s employment

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Rapid, ongoing and tangible improvements in culture across the whole research ecosystem, from PGR recruitment/supervision all the way to institutional leadership

Evidence to show that marginalised groups are being reached, recruited and retained. And follow up monitoring of their career-paths.

Increase the awareness of EDI's important aspects. Provide research-based evidence that contributes to improving workplace inclusivity in the R&I sector

Evidence of a wider range of individuals getting research funded.

Establish a recognised standard for good practice in EDI for research careers

Accessible guidelines for the future research which encourages "traditional" research streams and sciences to use co-design and ethnographically sound approaches

Access to information and funding for interdisciplinary projects suggested by teams outside traditional research foundations

Actual change in EDI practices that goes beyond commitment (from universities, funders, business, etc)

Measurable outcomes aligned with existing work & requirements in the sector (PSED, Concordat etc). More specific expertise & lived experience on LGBTQI+, physical disability & race needed in leaders

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Impact on the culture and structures of Universities, funding bodies, employers

provide guidance to support mid-career professionals with their switch to research esp. those in marginalized communities.

1. Inclusion of participants of different nationalities as well as ethnicities etc. and from HEI throughout the UK (not Russell Group, SE-centric); 2. evidence-based policies to implement in all HEI.

I am not sure how to word it - but success would definitely see intersectionality & understanding/addressing the parity of needs as being a core foundation of addressing EDI needs.

Inclusion of professional services staff views on equal par with academic staff

Identification of EDI initiatives that actually work.

Involvement of marginalised groups Funds for early career researchers Internship and volunteer opportunities