



## Equality, Diversity & Inclusion (EDI) Plan

### The EDI Caucus (EDICa)

The EDI Caucus (EDICa) is a national project which aims to bring an intersectional perspective to the multiple disadvantages which can face marginalised researchers and innovators. The Caucus will use a co-design approach led by those with lived experience of exclusion and marginalisation to undertake and evaluate interventions designed to create equitable workplaces across the research and innovation ecosystems. The Caucus leadership is itself an interdisciplinary team bringing lived experiences of marginalisation across the research and innovation ecosystems including racialised inequalities, disability, neurodiversity, LGBTQI and gendered inequalities. Each member of the team is committed to the removal of barriers to equity in the workplace generally and specifically for those pursuing careers in research and innovation.

The goal of the EDI Caucus (EDICa) is to support UK Research & Innovation (UKRI) and the British Academy with evidence-based reviews of equality, diversity and inclusion (EDI) practices. As EDICa is funded through UKRI in collaboration with the British Academy, our EDI plan has been developed to complement the existing EDI plans/ statements of the key funders:

- [UKRI EDI strategy](#)
- [British Academy EDI statement as part of strategic plan](#)

With respect to EDI, [UKRI states that](#): “Only by recognising and nurturing everyone and introducing diversity into the way we interact can we enrich our lives as creators of knowledge. We can then better understand the world around us and be empowered to tackle the many challenges we face as individuals and as communities, nationally and globally. A dynamic, diverse and inclusive research and innovation system must be an integral part of UK society, giving everyone the opportunity to participate and to benefit. Everyone has an important contribution to make – the researchers and innovators, and the wider support system including the technical and administrative support, and those who maintain our infrastructure. [UKRI] will work with partners to shape a dynamic, diverse and inclusive system of research and innovation in the UK that is an integral part of society, giving everyone the opportunity to participate and to benefit. By embedding equality, diversity and inclusion in all we do, we can maximise the impact of our research and innovation to involve and benefit all parts of society. Everything we fund must embrace a diversity of thought, people and ideas.”

### Introduction to the EDICa plan

Our three-year plan for EDI is based on our extensive research expertise, an understanding of research culture, and an examination of existing frameworks and EDI plans with the broader research landscape and ecosystem. The objective of this EDI plan is to showcase our unwavering dedication to integrating the principles of EDI into every aspect of our work as a collective, and “embracing diversity of thought, people and ideas” as per the UKRI statement.

In EDICa, we value and promote equality, diversity, and inclusion in all aspects of our work. We believe that fostering a diverse and inclusive research environment is crucial for innovation, creativity, and the advancement of knowledge. This EDI Plan outlines our commitment to creating an inclusive research Caucus that embraces individuals from diverse backgrounds, experiences, and perspectives. We aim to

ensure that all members<sup>1</sup> of the Caucus feel respected, valued, and have equal opportunities to contribute and succeed.

## Values

1. **Respect and dignity:** We will treat all individuals involved in the EDI Caucus with research and dignity, fostering an inclusive environment where everyone's contributions are valued.
2. **Equal opportunities:** We are committed to providing equal opportunities for all, regardless of their race, ethnicity, gender, sexual orientation, age, disability, chronic illness, neurodivergence, religion or socio-economic background.
3. **Collaboration:** We believe in fostering a collaborative research environment where diverse perspectives and ideas are welcomed, leading to a more comprehensive understanding of research problems and the research eco-system.
4. **Transparency:** We will ensure transparency in all processes related to the Caucus, including decision-making, communication and resource allocation.
5. **Accountability:** We will hold ourselves accountable for upholding the principles of equality, diversity and inclusion, and regularly review and assess our progress towards achieving our end goals.

## Action plan

### 1. *Recruitment and retention*

- Promote diversity in recruitment of Caucus staff by actively seeking candidates from under-represented groups and advertising positions widely through various channels.
- Establish recruitment practices that focus on skills, qualifications and potential, rather than solely relying on traditional metrics.
- Offer mentoring and support for all EDICa staff to enable them to achieve their full potential and foster career pathways and progression.

### 2. *Training and development*

- Offer EDI training for all Caucus members and flexible fund applicants, to enhance awareness and understanding of the importance of embedding EDI in research processes and outcomes.
- Offer training to Caucus members to address unconscious biases, inclusive communication, cultural competence and mitigating discriminatory practices in the research ecosystem.
- Encourage continuous learning and development by organising workshops, seminars and conferences based on research evidence from Caucus projects that promote EDI in research and research careers.

### 3. *Inclusive Research Practices*

- Establish clear guidelines and policies that promote an inclusive research culture, ensuring that diverse perspectives and voices are heard and respected throughout the life of the Caucus.

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<sup>1</sup> Members of the Caucus include: Caucus Management (Principal Investigator, Deputy Principal Investigator, Workstream Leads, Engagement Lead, Neurodiversity Champion, Project Manager, Senior Project Support Officer, Finance Officer), Co-Investigators and Postdoctoral Researchers.

- Encourage interdisciplinary collaborations and knowledge exchange to foster innovation and creativity in research.
- Implement flexible working arrangements to accommodate the diverse needs of Caucus members (such as parental leave, part-time options and reasonable adjustments for disabled or neurodivergent academics).
- Implement flexible arrangements for those people bidding for, and receiving, grants through the EDICa Flexible Fund to allow reasonable adjustments in the application process, management of, and reporting against grant funding.

#### **4. *Communication and Engagement***

- Foster open and inclusive communication channels within the Caucus, ensuring that all Caucus members have equal opportunities to contribute ideas, feedback and concerns.
- Establish mechanisms for regular and transparent communication about Caucus progress, goals and achievements to build trust and engagement among all stakeholders (including Caucus members, funders, partners and the wider research community).
- Adopt a zero-tolerance policy to bullying and harassment, and follow established procedures for reporting incidents of discrimination, harassment, or exclusion, and ensure a confidential and supportive process for resolving such issues.

#### **5. *Partnership and Collaborations***

- Seek collaborations with external organisations that share the Caucus commitment to EDI, working together to promote EDI in the wider research community and ecosystem.
- Encourage the formation of diverse research teams, both internally and in collaborations, to foster a broader range of perspectives and expertise.

#### **6. *Monitoring and Evaluation***

Regularly monitor and evaluate the progress of the EDI plan by:

- Establishing an EDI champion responsible for overseeing the implementation of the plan and reviewing progress regularly with the Caucus Management team.
- Collecting anonymous demographic data to understand the diversity profile of researchers and participants within workstream projects and flexibly funded projects.
- Conducting surveys and feedback sessions after workshops and training events to gauge the EDI experiences of Caucus members and wider participants.
- Making necessary adjustments based on feedback and evaluation results to continuously improve our EDI practices.

### **Conclusion**

The EDICa plan reflects our commitment to fostering an inclusive research environment. By implementing the outlined plan, we aim to create a Caucus and various projects where diversity is celebrated, inclusivity is the norm, and all individuals are empowered to contribute to their full potential. We believe that by embedding EDI throughout all activities of the Caucus, the research environment will thrive and deliver impactful outcomes that positively contribute to the research ecosystem and also to wider society.