

## EDICa Newsletter- Mar-Apr

**EDI Caucus:** Supporting UK research and innovation with evidence-based reviews of equality, diversity & inclusion practices.

Not everyone likes the moving graphics of the software we're using for the newsletter. If you would like a static PDF version of the newsletter, please click here

<https://go.hw.ac.uk/EDICa/Newsletter/2024-04>

If you want to see this newsletter in Sway, click here:

[https://go.hw.ac.uk/EDICa/Newsletter-06\\$](https://go.hw.ac.uk/EDICa/Newsletter-06$)

The newsletter will always be written in plain English, however if you would like a version summarised in British Sign Language, let us know.

### In This Issue

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- **Flexible Fund**
- **Workstream updates**
- **EDICa Seminars**
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- **Spotlight on the field**
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- **Get involved**
- **Our Funders**

## Calls for Participants

### Equality, Diversity & Inclusion after Covid-19: Designing enabling workspaces

We're seeking more participants for two upcoming online focus groups looking at creating more inclusive and enabling workspaces. The discussions will be focusing on the solutions of what this might look like and how we might achieve those aspirations.

**9 May - 10:00-11:30 BST discussing gender**

**14 May 10:00-11:30 BST discussing age & well-being**

Anyone who works in the UK's research & innovation sector is welcome including technicians, administrators, managers, etc at any kind of organisation - whether small or large, private or public/Higher Education.


To read more and sign up, click here <https://go.hw.ac.uk/EDICa/CovidStudy>



Calling early-career researchers from minoritised ethnic groups with hidden impairments working in UK academia

### Are you an early career researcher with hidden impairments from minoritised ethnic groups?

#### We want to hear from you!



**Who are we looking for?**


Individuals who are based in the UK or have previously worked in the UK and identify as:

- Early-career researchers (within eight years of receiving their PhD, or within six years of their first academic appointment), and
- With hidden impairments (including any neurological, mental or physical conditions that are not easily detectable but can have impacts on daily life), and
- From minoritised ethnic groups.

**What does participating involve?**


You can choose one of three forms of participation:

- (1) An interview via Teams or Zoom,
- (2) Responding to questions via email,
- (3) Responding to questions via a Word document.





**Do you want to participate?**

1. To sign up or for further information, please check the link: <https://go.hw.ac.uk/ECR-Intersectionality>, or scan the QR code.
2. If you have any questions, email Dr Dong Lin at [d.lin@hw.ac.uk](mailto:d.lin@hw.ac.uk).



**Deadline 14 June 2024**

This research has been approved by the School of Social Sciences Ethics Committee at Heriot-Watt University.



## Calling Academic Editors & Publishers

For up-and-coming academics, the opportunity to **guest edit a special issue** on an important or emerging topic is a big deal ... it can enhance their visibility in particular research communities; it can build reputation; it's the kind of indicator of peer-esteem that promotion cases often require. *How* editorial teams -- and in particular managing and senior editors -- make decisions about which special issues to run with and (more importantly) *who* will lead the process is something which has not really been studied from an EDI perspective.

If you, or someone in your network, is a journal editor, please consider coming along to this short, exploratory discussion as part of the [EDI Caucus](#) ... and please reshare within your own networks to help us get a good mix of disciplines and publications represented

in the conversation. Thank you. The discussion will take place **online via Zoom on Thursday, 30 May from 10:00-11:00** UK time. Email [edicaucus@hw.ac.uk](mailto:edicaucus@hw.ac.uk) to receive the zoom link.



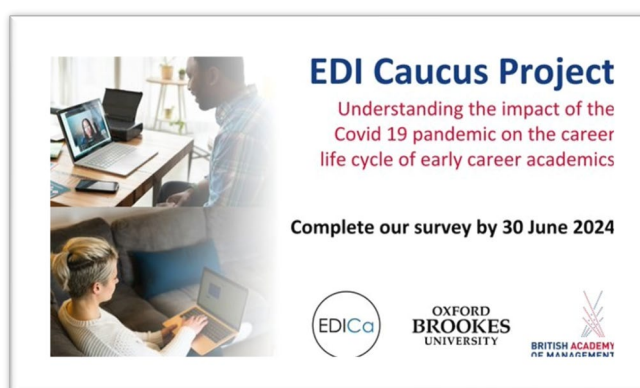
## Flexible Fund Announcements

### Round 1

The research being undertaken by recipients of EDICa's first round of flexible funding has got under way and the cohort of researchers met for the first time. One of EDICa's aims is to establish communities of practice for sharing of ideas.

These projects are looking at mitigating the effects of Covid-19 on inequalities across the UK's research & innovation ecosystem. The investigators are a diverse group from a range of institutions across the UK. For full summaries and list of investigators for each project, visit our webpage: <https://edicaucus.ac.uk/edicas-flexible-fund-projects/>

Dr Beldina Owalla, with Dr Elvis Nyanzu, Prof Tim Vorley, and the British Academy of Management are running a survey to examine the experiences of early career academics (ECAs) during and since the Covid-19 pandemic. "The research will engage with questions of workload, mental well-being, job-security, and management support. These insights will be useful in helping us understand the impact of the pandemic on ECAs and to develop recommendations on best practices to support ECAs career progression, as well create a more inclusive research and innovation environment."



Please share their survey widely in your organisations:

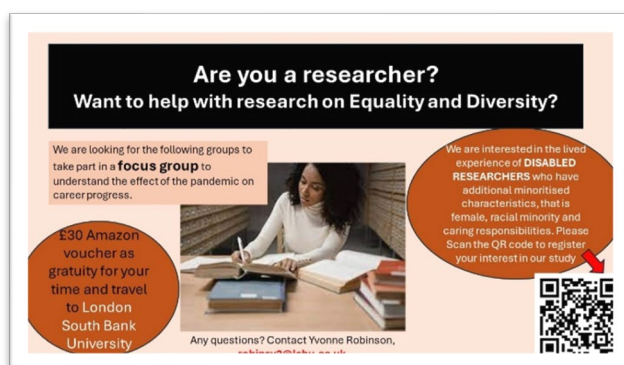
<https://www.bam.ac.uk/resource/edi-caucus-project-understanding-the-impact-of-the-covid-19-pandemic-on-the-career-life-cycle-of-early-career-academics.html>

This is for the EDICa Flexible Fund project "Understanding the impact of the Covid 19 pandemic on the career life cycle of early career researchers in academia".

<https://edicaucus.ac.uk/flexible-fund-project-3/>

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Dr Preethi Premkumar at London South Bank University, along with Dr Rachel Grant and Prof Nicola Martin are recruiting disabled researchers who have additional minoritised



characteristics - that is, female, racial minority or caring responsibilities - to take part in focus groups in person at LSBU. A £30 Amazon voucher is offered as gratuity for participants' time and cost of travel. To express interest, contact Yvonne Robinson at [robinsy2@lsbu.ac.uk](mailto:robinsy2@lsbu.ac.uk) .

This is for the EDICa Flexible Fund project "The impact of the Covid-19 pandemic on

the career progress of disabled researchers in intersection with race gender & caring responsibility." <https://edicaucus.ac.uk/flexible-fund-project-4/>

## Flexible Fund Rounds 2 and 3

In early January we opened the call for mandatory Expressions of Interest on our second round of Flexible Funding, which prioritises proposals that focus on the research process. The call closes on 15 May, we aim to complete reviews by mid-June, notify and feed back in mid-July, and announce the successful awardees at the beginning of September. Full information can be found on our website: <https://edicaucus.ac.uk/flexible-fund/>

The final round of flexible funding will be related to EDICa's Workstream 3 - the organisation of work and creating enabling workspaces. We expect to follow a similar timeline to round 2, with a soft launch in June followed by a mandatory call for expressions of interest, and then two and half months before the formal call closes. Updates on the flexible fund call will be sent to our mailing list; click here to sign up: <https://go.hw.ac.uk/EDICa/Subscription>

## Workstream Updates

### The Career- Life Cycle

Work continues with test sites to co-design interventions suitable to the circumstances of the particular test site.

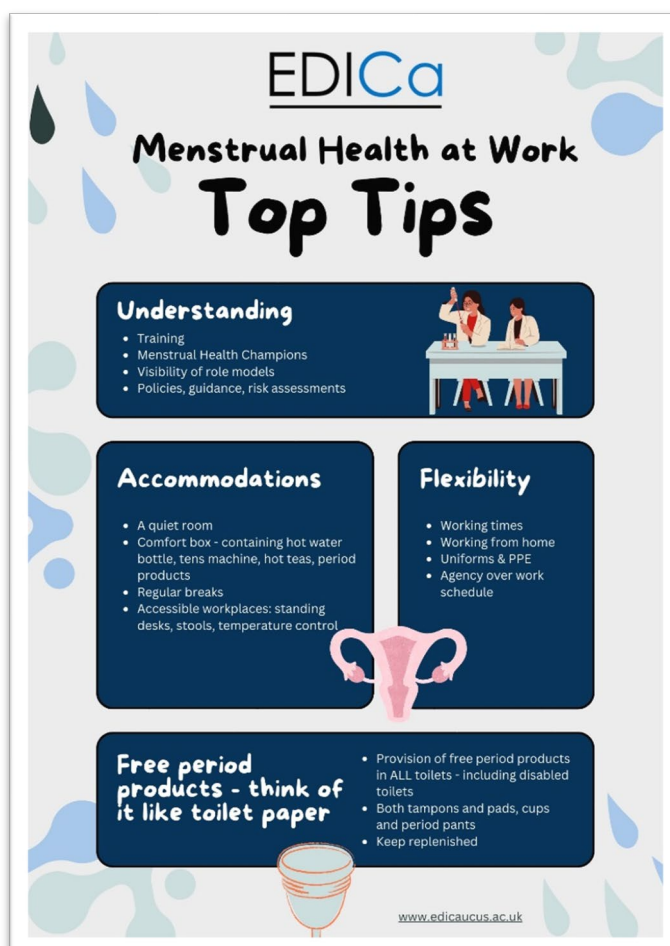
This is a collaborative process supported by EDICa researchers and involving various stakeholders and decision-makers in the test site. We will work with the test sites over the next 18 months to support implementation of the interventions and gauge their effectiveness.

In March we produced a downloadable information sheet of top tips stemming from our evidence review and 50 interviews with people working in the UK's research & innovation sector. Click here to view and download:

<https://edicaucus.ac.uk/wp-content/uploads/2024/03/EDICa-Menstrual-Health-at-Work-Top-Tips.pdf>

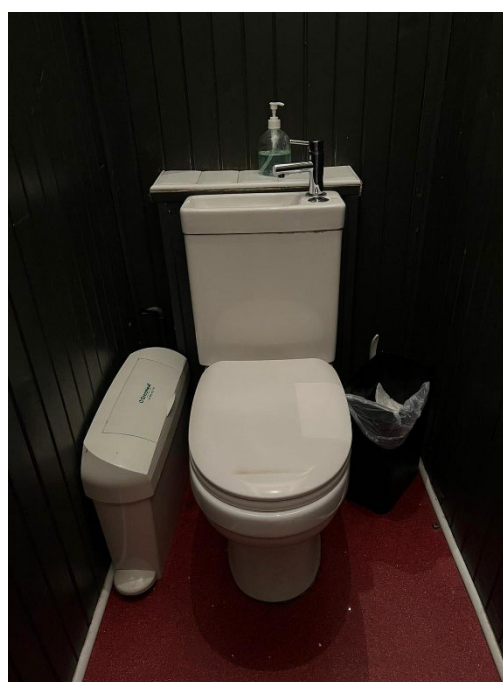
The February seminar on Menstrual Health is available for viewing:

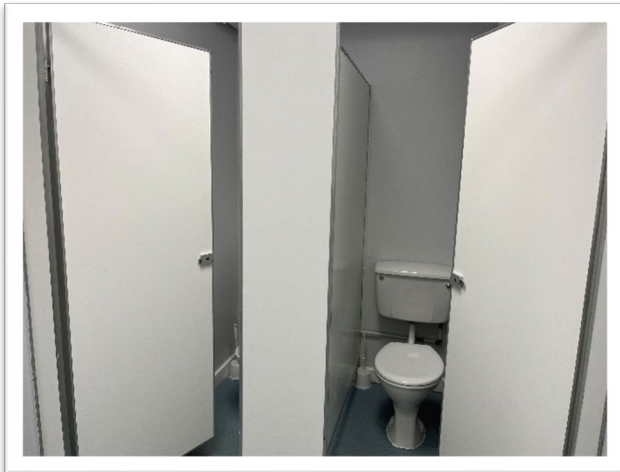
<https://youtu.be/ToyKWwioO5w?feature=shared>



In our aim to **build communities of practice** we are pulling together a group of people working on menstrual health in the workplace. If you are an activist or a researcher in this space, please contact [edicaucus@hw.ac.uk](mailto:edicaucus@hw.ac.uk) to join this informal network. We will begin hosting online meetings to share good practice and developments on menstruation and (peri)menopause in the research and innovation sector.

Why are we into toilets? From our interviews on the experience of menstruation and (peri)menopause in the UK's research and innovation ecosystem, we heard about challenges with the location of toilets, and the location of the sink in relation to the toilet. For those using menstrual cups and period pants, there is a need for a sink nearby to wash and replace. These products are used by those with heavy flow, desiring to reduce disposable products, and for whom pads, tampons and liners aren't effective. Dr Katherine Dean (see our Spotlight on Accessibility section further down) spoke about how many disabled toilets are not actually accessible for disabled people (e.g. the turning circle of a motorised wheelchair). Toilet spaces are also a concern for transgender inclusivity. Some modern buildings EDICa has visited have implemented accessible and inclusive toilets, such as unisex toilets with sinks and period products in each toilet room. It is worth noting that it is usually much cheaper to build from scratch than making changes. EDICa researcher Chiara Cocco photographed a toilet with the sink flowing back into the cistern (water-saving, too) meaning the provision of a sink can be achieved when space, age of the building, and costs prevent refurbishing a full toilet block.

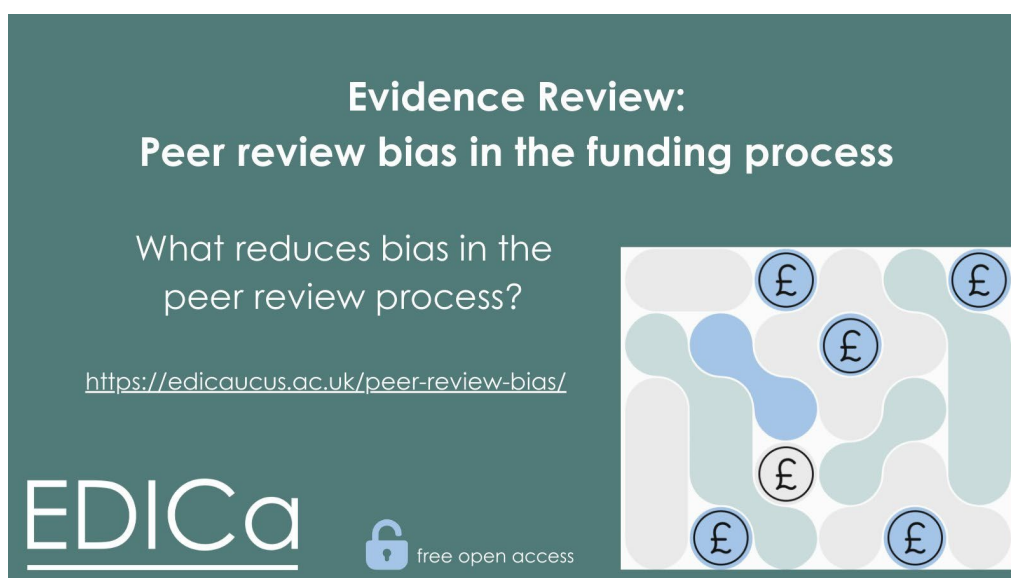




## The Research Process

In April we published a report on **Peer Review Bias in the Funding Process**, which is available open access to download from our website. <https://edicaucus.ac.uk/peer-review-bias/> and an opinion article published in Research Professional News, which you can read by [clicking here](#).

The report examines literature about the impact of bias in reviewing and assessing processes for research funding from complementary perspectives, such as applicant, reviewer and decision-maker. It also explores various strategies that have been used to improve the processes, whether they have been successful or not. EDICa seeks to improve understanding of existing biases, their impact and gaps in knowledge and practice.



**Evidence Review:**  
**Peer review bias in the funding process**

What reduces bias in the peer review process?

<https://edicaucus.ac.uk/peer-review-bias/>

**EDICa** free open access

The image features a dark teal background with white text. On the right, there is a graphic of a maze with several blue circles containing the pound sterling symbol (£) placed at various points within the maze.

The conversation continued with two seminars. The first took place on 23 April, featuring Dr Ruby Zelzer, Prof Mustafa Ozbilgin and Émilie Koum Besson chaired by EDICa's Dr Cat Morgan. The recording of this seminar can be viewed [here](#). The second seminar is

scheduled for **22 May from 10:00-11:30 BST**, featuring Mathew Tata from Cancer Research UK, Dr Ken Emond from The British Academy, Gearoid Maguire from Wellcome Trust, Dr Lisa A. Williams from Women in STEM Australia, Prof Tom Stafford from the Research



**Live Seminar**  
**Interventions for Funding Application Assessments**

**Anonymisation**      **EDI Training**  
**Narrative CVs**      **Randomisation**

**22 May 2024**      Sign up to hear funders and researchers discuss different methods to address bias in the assessment of funding applications.  
**10:00-11:30 UK time**

Speakers from the Wellcome Trust, the British Academy and Cancer Research UK join researchers from EDICa, the Research on Research Institute, and Women in STEM in Australia.

<https://go.hw.ac.uk/EDICa/Seminar/Interventions>

**EDICa**

The image is a blue and white poster for a live seminar. It includes a QR code in the top right corner and a pound sterling symbol (£) in a circle on the left side.

on Research Institute, chaired by EDICa's Dr Stefanie Schneider. They will be discussing different methods to allocating funding and resources fairly. This seminar will be recorded and published on our website. To register to attend live, click <https://go.hw.ac.uk/EDICa/Seminar/Interventions>



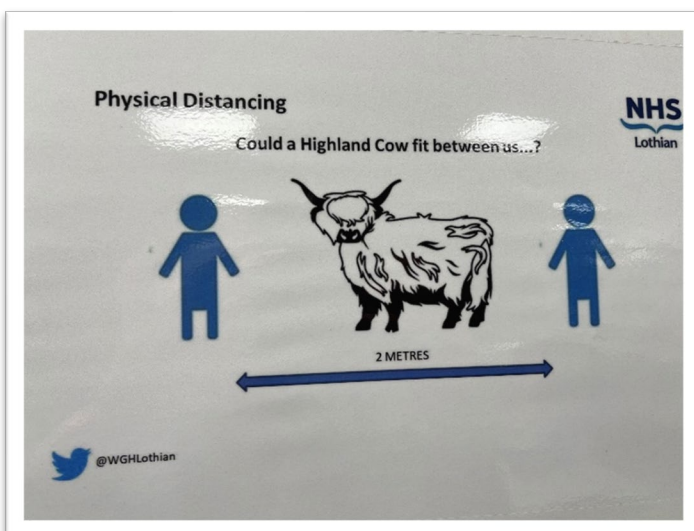
## The Organisation of Work

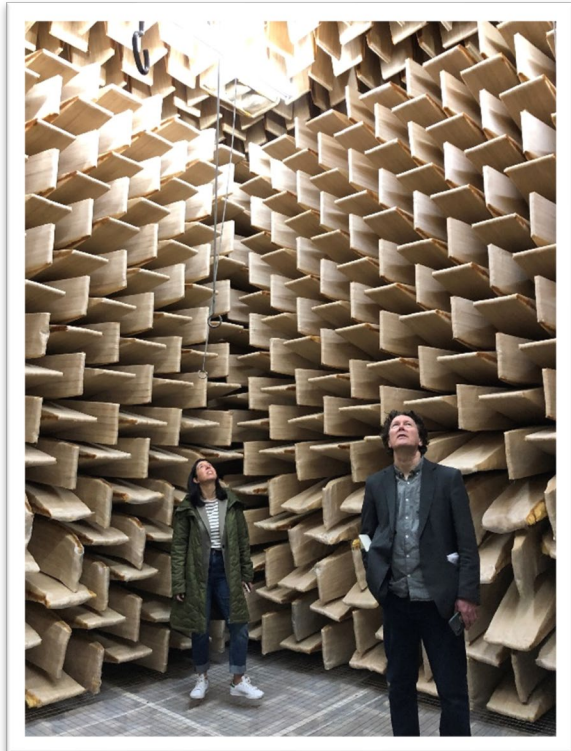
A major theme of Workstream 3 is creating enabling workspaces. While accessibility for disabled people is a core part of this, it's not the only one. Workstream 1's menstrual health feeds into this work, as does discussions about age and wellbeing, and work-life flexibility. EDICa will be working with Animmersion to create 3D visualisations of what enabling workspaces can look like.

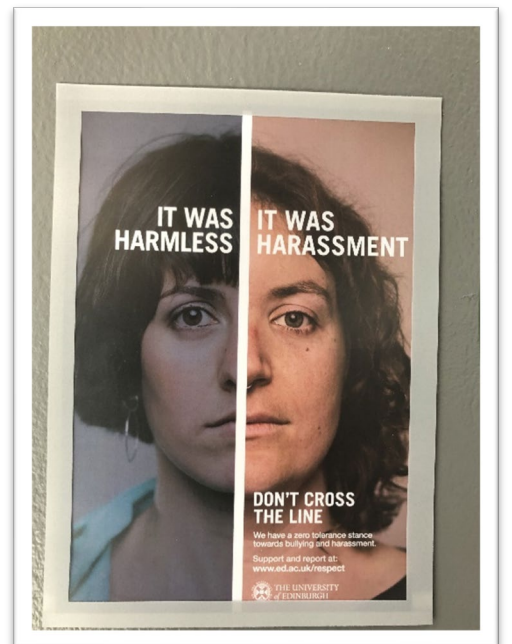
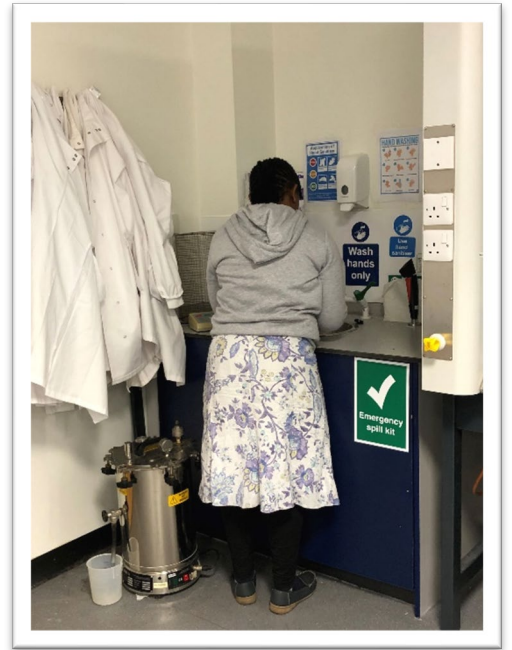
In April, EDICa's social scientists began the first of a series of visits to places where research happens in the UK. We will be sampling a wide variety of spaces, talking to the people who work in those spaces and taking photographs. Here is a sample of the photos taken from our visit to the Edinburgh Parallel Computing Centre (EPCC) and its Advanced Computer Facility located in a rural part just outside the city. There are also photos from heavy structural engineering labs, a microbiology lab, a medical engineering lab, and a biogeochemistry lab, all located on our doorstep at Heriot-Watt University.



*We asked, why pink? The reply was that the pink hard hats for visitors were returned, when white ones went walkies.*







## EDICa Seminars

Upcoming Seminar: Interventions for Funding Application Assessments- 22 May  
Register to hear funders and researchers discuss different methods to address bias in the assessment of funding applications.

A panel with speakers from the Wellcome Trust, the British Academy and Cancer Research UK join researchers from EDICa, the Research on Research Institute, and Women in STEM in Australia discussing the rationale for, and effectiveness of, interventions that have been implemented to make the application assessment process fairer.

**22 May 2024, 10:00-11:30 BST.** With Dr Williams joining us from Sydney, Australia, the seminar needed to take place early in Britain's workday. **Register here:**

<https://go.hw.ac.uk/EDICa/Seminar/Interventions>

This seminar will be recorded and published on our website.



**Live Seminar**

**Interventions for Funding Application Assessments**

**Anonymisation**      **EDI Training**  
**Narrative CVs**      **Randomisation**

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<https://go.hw.ac.uk/EDICa/Seminar/Interventions>

[edicaucus.ac.uk](https://edicaucus.ac.uk)  
**EDICa**

QR code in the top right corner.

## Upcoming Seminar: Deaf Researchers' Experience of Working in the Research Sector - 25 June

Join us for a conversation chaired by EDICa's Prof Jemina Napier with four deaf researchers with experience of working in the UK's research sector. Dr Emma Ferguson-Coleman, Ixone Sáenz Paraíso, Gary Quinn, and Dr Mette Sommer Lindsay. This free seminar will take place via Zoom on **Tuesday, 25 June from 15:00-16:30**. The conversation will take place in British Sign Language with interpreters providing an interpretation into spoken English.

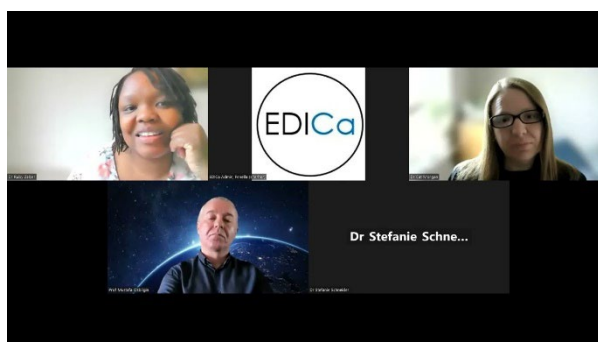
The poster features the EDICa logo at the top center. Below it, the text reads "Live Seminar in British Sign Language, interpreted into spoken English". On the left, there is a hand icon in a circle. Below the icon are four speaker portraits: Prof Jemina Napier (chaired by), Ixone Sáenz Paraíso, Dr Mette Sommer Lindsay, and Gary Quinn. To the right is a portrait of Dr Emma Ferguson-Coleman. At the bottom, the title "Deaf Researchers' Experience" is displayed, followed by "Free, Online: 25 June 2024, 15:00-16:30 BST" and the URL <https://go.hw.ac.uk/EDICa/Seminar/Deaf-Researchers>. A QR code is located in the bottom right corner.

### Seminar Recording: Peer Review Bias

The recording of our seminar on Peer Review Bias is available for viewing [here](#). In this seminar we discussed the findings from our [report on Peer Review Bias](#), the panellists' research on funding bias and racism, and the effect on academic progression.

#### Speakers

- [Dr Cat Morgan](#), EDICa Postdoctoral Research Associate (Chair)
- [Dr Ruby Zelzer](#), PhD in Material Science, focusing on metadata analysis for the purpose of eradicating systemic and institutional racism.
- [Prof Mustafa Ozbilgin](#), Professor of Organisational Behaviour, research equality, diversity, and inclusion at the Brunel University London.



- [Émilie Koum Besson](#), specialist in health finance at The Global Fund, and Advisory Board member on Equality, Diversity and Inclusion at the European Global Health Research Institutes Network

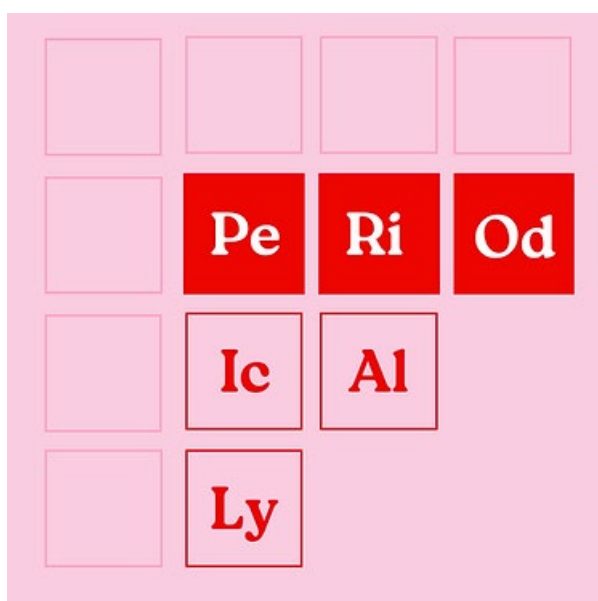
Part 2 of our seminars on peer review bias is taking place on 22 May. A panel with speakers from different funding organisations will discuss the rationale for, and effectiveness of, interventions that have been implemented to make the application assessment process fairer.

Catch us here...

### PERIODically podcast

EDICa's Chiara Cocco travelled down in early March as a guest of the podcast [PERIODically](#). The podcast was created by undergraduate and postgraduate chemists at the University of Oxford to discuss experiences of how having a period affected their time studying chemistry. It has since then won funding from the Royal Society of Chemistry's Equality & Diversity fund, and has expanded to cover menopause, perimenopause and pregnancy.

The group are hosting a launch party on 7 May at Worcester College, Oxford to celebrate the release of the second series of Periodically. Their first episode will feature Chiara speaking about EDICa's research into menstrual health and how people manage periods and menopause in research and innovation workplaces. [Click here to listen to the trailer.](#)





## Online 14-16 May 2024

Chiara Cocco, Dr Cat Morgan and Dr Nima Ali will be presenting a workshop titled "Supporting Menstrual Health in the Research and Innovation Ecosystems: Embracing Change to Create Accessible and Inclusive HE Careers" at the UHR (Universities Human Resources) conference. Check with your institution's HR department to see if an institutional ticket has been purchased which could enable you to attend for free.



## Liverpool John Moores University 29 May 2024

Chiara Cocco is presenting at the Menstruation Research Network conference this month. This year's theme is Inclusive Menstruation: Practice, Research, Action. <https://menstruationresearchnetwork.org.uk/>



## Sydney, Nova Scotia, Canada & hybrid 17-20 June 2024

Chiara Cocco and Dr Cat Morgan are presenting  
a paper at the 2024 Gender, Work  
& Organization Conference.  
An online-only ticket costs 517 Canadian dollars.



## Brighton 18-19 June 2024

EDICa Senior Project Support Officer  
Fenella Watson will be presenting in the  
Wednesday 13:45-15:00 session on  
"Supporting Interdisciplinary Research".





## Porto, Portugal 27-30 August 2024

Dr Cat Morgan and Chiara Cocco are at the European Sociological Association presenting a paper on managing problematic menstruation in precarious research workplaces.

<https://www.europeansociology.org/conferences>

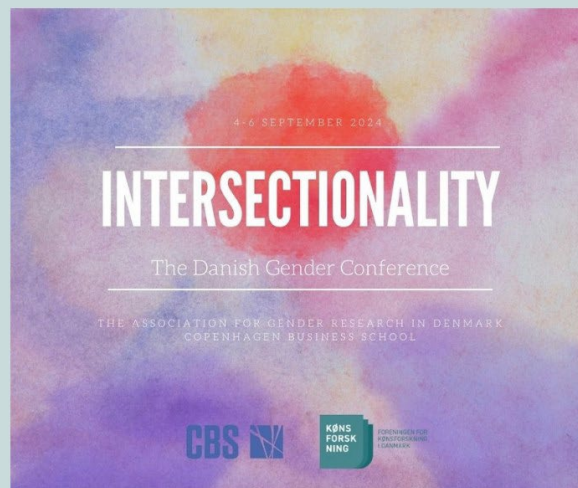
**BAM** 2024  
CONFERENCE



## Nottingham Trent University 2-6 September

Dr Stefanie Schneider & Prof Robert Macintosh presenting research co-authored with Dr Cat Morgan on processes, obstacles and opportunities behind EDI interventions in Higher Education so far overlooked.

<https://www.bam.ac.uk/events-landing/bam2024-conference.html>



## Copenhagen, Denmark 4-6 September 2024

EDICa has a paper accepted to The Danish Gender Conference taking place in Copenhagen. This year's theme is 'intersectionality'.  
<https://www.tilmeld.dk/dgc/conference>

### **Women and Leadership in the Creative Industries: An Inter-disciplinary Symposium**

Thursday 12 to Friday 13  
September 2024



## University of Bournemouth 12-13 September 2024

EDICa will be presenting research on barriers encountered by women on the path to leadership.

<https://www.bournemouth.ac.uk/research/centres-institutes/centre-excellence-media-practice/women-leadership-creative-industries>

## Spotlight on the field

**The Inclusion Initiative** is hosting a roundtable on **23 May 14:00-15:00 BST** entitled "**Beyond WEIRD Countries**". "The term 'WEIRD' stands for "Western, Educated, Industrialised, Rich, and Democratic", representing a mere 12% of the world's population, yet dominating the narrative in research and DEI conversations. Our aim is to shift the focus towards a more global perspective on DEI, moving beyond the confines of the Americas and Western Europe." For more information and to register, [click here](#).

The Royal Society of Chemistry is hosting an interactive **webinar** on "Empowering voices: **Advancing social mobility in the chemical sciences**". Thursday, **13 June 11:00-12:00 BST**. [Click here](#) for more information and to register.

**Advance HE** published a new resource for its members on "**Inclusive approaches to staff recruitment**" with a focus on supporting those new employees to enable them to stay and thrive. It includes practices like offering flexible working options in the role description, ensuring salary range is visible and non-negotiable, anonymous CVs and reasonable adjustments that are offered freely throughout each stage. Click here for more information: <https://www.advance-he.ac.uk/news-and-views/inclusive-approaches-staff-recruitment>

A project funded by [IGNITE Network+](#) focusing on **neurodiversity in the energy sector** (Higher Education & industry), is **seeking participants**. Neurodivergent line managers and researchers in the energy sector, and any HR professionals and line managers of neurodivergent researchers in the energy sector. For more information, [click here](#). Listen and watch videos of Dr Vanda Papafilippou explaining the project [here](#).

Dr Jaipreet Viridi is an award-winning historian at the University of Delaware, USA, whose research focuses on the ways medicine and technology impact the lived experiences of disabled people. Dr Viridi is looking at **endometriosis in the context of South Asian cultures** and western medicine. She writes about endometriosis as "an invisible illness" ignored or dismissed by society and medical professionals. Dr Viridi is **gathering oral history interviews** of people from South Asian cultures who suffer from endometriosis. Click here to learn more: <https://jaivirdi.com/endo-project/>

***Being Neurodivergent in Academia: Neurodiversity in research, from the perspective of neurodivergent scientists*** was published in March.

<https://elifesciences.org/collections/73e48266/being-neurodivergent-in-academia> "With an emphasis on first-hand accounts, this collection provides insights into the diverse experiences of neurodivergent academics and highlights ways that research could become more neuroinclusive." The eleven articles are **open access** and available in HTML or PDF.

Dr Jodi Watt, a postdoc at the University of Glasgow, hosts a **discussion on EDI in academic & research careers** with Dr Hamied Haroon and Dr Nikou Damestani in this Dementia

Researcher video podcast, available on YouTube:

<https://www.youtube.com/watch?v=vnDhbMImRfA> "They explore the challenges faced by individuals from diverse backgrounds in academia, the importance of allyship, and the need for more representation in research. They also highlight the impact of EDI on patients and the importance of considering diverse populations in research studies."

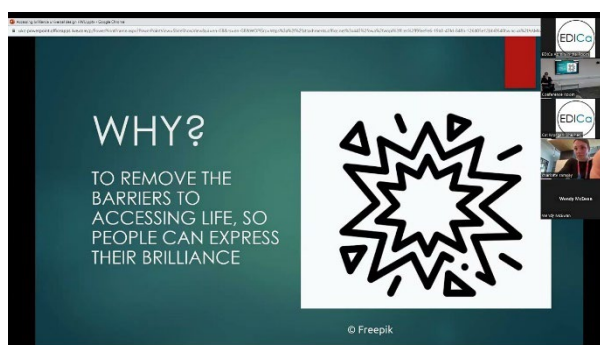
The Royal Academy of Engineering held its **Annual Diversity & Inclusion Conference** in March, where the theme was Harnessing the Power of Diverse Thought. A conference overview and highlights can be found on their website: <https://raeng.org.uk/diversity-and-inclusion-conference-2024>

HE Professional hosts a virtual conference on 21 May 9:30-3:20 BST on **Neurodiversity in Higher Education**, focusing on students, pedagogy and inclusive learning environments. [Click here to learn more.](#) Cost is £345-£395.

## Spotlight on accessibility

In March EDICa hosted Dr Katherine Deane and Dan Burrill from the University of East Anglia. It was a workshop for EDICa's host university, Heriot-Watt University, on Disability Access. A recording of the presentation and the slides they presented can be found on our website here: <https://edicaucus.ac.uk/edica-seminar-series/#disability>

Dr Deane is an Associate Professor in Healthcare Research and an Access Ambassador. Mr Burrill is lead technician for a physics and electronics lab at UEA. There is still so much work to be done to make buildings and workspaces accessible for the people who should be using them. EDICa has



been hearing that accessibility will feature more prominently in REF 2029, and will become an area of attention for funders. Research institutions should begin investing now to address shortcomings. Deane and Burrill stress the importance of building accessibility early into the design of new buildings and facilities, and to build accessibility into the ongoing maintenance schedule. "Accessibility is cheaper when it's done up front."

"Perfect is the enemy of done". Deane and Burrill go through targets to achieve in the next 5 years, followed by those for the 5-10 year range, and then those to aim for in 10 years. They also go through how disability should factor into research itself. "EXPECT DISABLED PARTICIPANTS" [sic]. They advise PIs to budget for accessibility costs of researchers.

The target audience for their talk is staff from across the spectrum in research & innovation, including facilities, estates & maintenance; principal investigators and directors; line managers and supervisors; cleaners and student support staff; and researchers from every discipline. Feel free to share this with your departments and colleagues.

## Get Involved

Sign up to receive our newsletter, calls for participation and Flexible Fund:

<https://go.hw.ac.uk/EDICa/Subscription>

Follow us on Twitter [@EDI\\_Caucus](#), [LinkedIn](#), [BlueSky](#) and on [Instagram](#).

*To unsubscribe from our newsletter, please email [EDICaucus@hw.ac.uk](mailto:EDICaucus@hw.ac.uk)*

**EDI Caucus**, Heriot-Watt University, Edinburgh

The logo for EDICa features the letters 'EDI' in a bold, black, sans-serif font, followed by 'Ca' in a blue, sans-serif font. A thick black horizontal line is positioned directly beneath the 'EDI' portion of the text.

## Funders of the EDI Caucus

