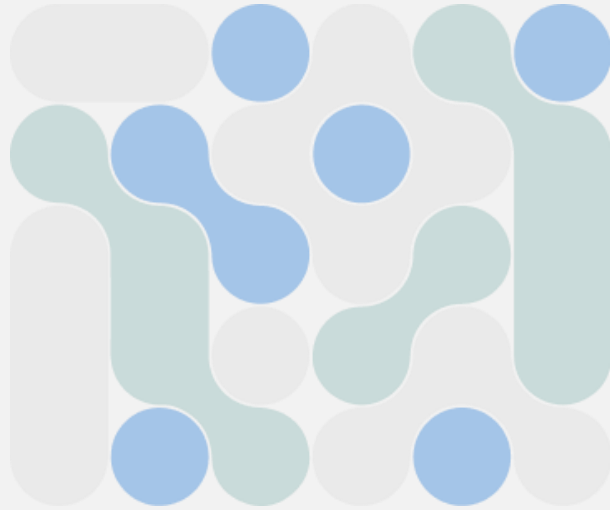


EDICa



EDICa Newsletter - Spring '26

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

For the Sway version of the newsletter, please click here

<https://go.hw.ac.uk/EDICa/Newsletter/2026-03>

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

- EDICa Updates & Calls
- Workstream updates
- Spotlight on the field
- Spotlight on accessibility
- Get involved
- Our Funders

EDiCa Updates & Calls

EDiCa's State of the Sector Survey 2026

As the EDI Caucus got under way in early 2023, our funders UKRI and the British Academy asked us to study the impact Covid-19 had on inequalities in the UK's research and innovation (R&I) sector. You can read our published findings on our webpage here.

Two years on, we're undertaking a follow-up survey to assess the state of the R&I sector. We ask questions about the working conditions in labs, offices, and home; the relationships with managers and colleagues; access to flexible working, sick leave, occupational health; the balance of work and life; career development; and more.

<https://go.hw.ac.uk/Workplace2026>

Who should participate? Anyone who works in the UK's research & innovation sector, or has done at some point since January 2023. This includes PhD students (PGRs), administrators, managers, professional and technical service staff. This includes private sector big and small, the public sector including government departments, and the third sector including charities and learned societies.

Survey closes 15 June

The graphic is a promotional poster for the EDiCa State of the Sector Survey 2026. At the top, the text reads 'EDiCa the UK's research & innovation State of the Sector Survey 2026'. Below this, a dark blue banner contains the text: 'All job types in the research and innovation sector - from private to public to third sector. PGRs, admins, lab techs, managers, lecturers, researchers, etc'. The main URL is prominently displayed as <https://go.hw.ac.uk/Workplace2026>. On the left, there is a cartoon illustration of a stick figure holding a clipboard and pen. To the right of the figure is a circular clock icon with '5 min' in the center, indicating the survey's duration. Further right is a QR code. At the bottom right, it says 'ends 15 June 2026'. The bottom of the graphic features logos for 'UKRI UK Research and Innovation' and 'The British Academy'.

EDICa's Impact Workshops

Kicking off in March, EDICa has held a number of workshops in three areas.

We showcased our virtual reality programme, co-created with help from VR developer Animmersion. Read further on for more on our Enabling Workspaces VR world.

Our Menstrual Health Workshops have been aimed at managers and decision-makers in organisations outside of the research and innovation sector in order to widen our impact and reach. In these workshops we have discussed what guidance should be provided for companies seeking to comply with the Employment Rights Act 2025, which requires an Action Plan touching on menopause.

Our Train the Trainer Workshops on improving outcomes for disabled/neurodivergent employees and those directly and indirectly managing menstrual health have been aimed at managers, HR and EDI practitioners and decision-makers within the research and innovation sector. These workshops are packed full of evidence-based resources, many of which you can find in our ERICa tool. <https://edicaucus.ac.uk/resource-listing/>



Menstrual Health Workshops

A workshop for all types of employers supporting employees who manage their menstrual health



Training Workshops on Supporting Disabled Employees

Including neurodivergent employees and those managing menstrual health



Virtual Reality Workshops

Using VR to demonstrate what an 'enabling workspace' looks like. London & Edinburgh workshops

New cartoon about menstrual health in the workplace

EDICa have worked with Dekko Comics to turn one of the lived experiences from our study into a comic strip to be used in training and awareness-raising.

Meet "Frances", and read her story here: <https://edicaucus.ac.uk/frances/>

Supported by EPSRC
UK Research and Innovation
The British Academy

EDICa (Unseen Conditions - Frances' Story)
Menstrual Health at Work

Frances is a laboratory technician supporting academic researchers in a research facility.

Her primary responsibility is looking after the rats in the laboratory.

It's physical work in a laboratory where strict hygiene rules are in place. Employees are expected to shower and change into uniforms whenever entering the rat holding rooms.

Frances' work is complicated by several menstrual conditions. She lives with *adenomyosis*, *endometriosis* and *polycystic ovaries*.

Frances may experience unpredictable "spot-bleeding" in the labs, excruciating ovulation pains...

Frances is unable to work when her symptoms are severe. Painkillers are only able to help so much.

Frances has an agreement with her human resources department, which allows her to take the first two days after she starts menstruating on top of her sick leave allowance.

Her GP and her employer (for different reasons) have advised against her desire to get a hysterectomy – instead encouraging her to go on a combined contraceptive pill.

Frances feels uncomfortable being pressured by a GP and her employer over such a personal decision about her body and reproductive options...

...but at the same time, she feels guilty that she is paid to do a job that she can't manage to do on certain days.

She feels "completely useless to them".

HERIOT WATT UNIVERSITY

DALE - Lab Access Assessment templates



"Disability access in labs is generally poor due to a historic assumption that disabled scientists could not be accommodated safely in such environments."

The Disability Assessment in Laboratory Environments (DALE) project funded by EDICa's Flexible Fund, "aimed to address the challenge of creating a generic assessment of lab disability access for a wide range of lab types. [They] also examined the impact on

disabled staff and students of

laboratories designed to a highly accessible standard after 6 years of use."

The report, templates for a structural access assessment and an equipment access assessment, and the project protocol, are all now published on EDICa's resource library. <https://edicaucus.ac.uk/dale/>

The access assessments provide a really useful, step-by-step walk through the spaces in and around a lab to assess their accessibility. Do the doors open automatically? Can lab equipment be used by right or left hand? Are there aids to help steady hands? Is equipment quite noisy? These assessments help lab managers and supervisors understand where are the areas that need mitigation or improvement.

Visit the page <https://edicaucus.ac.uk/dale/> to read the executive summary and to download the reports and access assessments.

The DALE project was led by Katherine Deane at University of East Anglia, with May Gauntlett, Anisah Tufal, Joanna Semlyen, Jeff Banks and Brendan Burrill

With support from Phil Ward at Eastern Arc, Jacqueline Barry at Cell and Gene Therapy Catapult, Ilaria Meazzini at Royal Society of Chemistry, Zoe Andrews at the Institute of Biomedical Science, Dr Hamied A Haroon at NADSN - National Association of Disabled Staff Networks, Vania Dimitrova and Louise Jennings at EPSRC EDI Hub+, Sophie D. and Shomari Lewis-Wilson at Wellcome Trust, and EPSRC.

The impact of hybrid working on Black women academics: navigating visibility, care and change

<https://blogs.uwe.ac.uk/research-external-engagement/the-impact-of-hybrid-working-on-black-women-academics-navigating-visibility-care-and-change/>



One of EDICa's Flexible Fund projects led by Dr Tinkuma Edafioghor with Dr Ifeoma Dan-Ogosi was featured in the University of the West of England's blog back in December.

“When we talk about hybrid working in higher education, the conversation often centres on flexibility and productivity. But for Black women academics, one of the most under-represented groups in UK universities, the reality is far more complex.

“A new study led by Dr Tinkuma Edafioghor and Dr Ifeoma Dan-Ogosi explores how hybrid working affects the visibility, wellbeing, and career progression of Black women in academia. Funded by the EDI Caucus, their project, *The Impact of Hybrid Working on Black Women Academics: Productivity and Visibility in Post-COVID Higher Education*, is shedding light on the unseen labour and unspoken rules that continue to shape academic life.”

“Both researchers are clear: the study isn't about criticising hybrid working; it's about improving it.

‘We've lived many of these dynamics ourselves,’ Dr Edafioghor said. ‘We saw that hybrid working brought a lot of benefits, but Black women's voices weren't really part of the big conversations universities were having about it. So for us, it's about understanding the full picture; what's working well, what still needs attention, and how universities can make hybrid working more equitable.’”

The article goes on to share insights emerging from the research, including “the range of skills Black women deploy daily that often go unrecognised”.

“Four key themes are beginning to stand out:

1. Intersectionality matters. Hybrid work doesn't affect everyone the same. Race, gender, migration status, and even visa pressures shape what hybrid work feels like.
2. The unwritten rules persist. Informal norms about visibility and belonging continue to influence progression – just less overtly.
3. Mentoring and clarity are crucial. Guidance from mentors who understand intersectional experiences is a lifeline for many participants.
4. The emotional toll is real. Behind composure lies exhaustion.”

Read the full blog here: <https://blogs.uwe.ac.uk/research-external-engagement/the-impact-of-hybrid-working-on-black-women-academics-navigating-visibility-care-and-change/>

Call for disabled, neurodivergent, deaf people working in Artificial Intelligence

Call for Participants in a survey

Calling disabled, neurodivergent and Deaf researchers, research students and other professionals, working in AI or interested in working in AI.

Artificial intelligence is becoming all pervasive, but there is minimal research on disabled, neurodivergent and Deaf researchers and other professionals in AI. The survey is to fill this gap in research.

This study is run by EDICa coinvestigators Marion Hersh, Dr Nima Ali of Heriot-Watt University in the Edinburgh Business School, Heriot-Watt University, and Mata Ayoub at Kingston University. Two of the team are disabled and neurodivergent. Ethical approval is from the College of Science and Engineering Graduate School, University of Glasgow at University of Glasgow.

The info sheet, consent and questionnaire are at <https://app.onlinesurveys.jisc.ac.uk/s/glasgow/ai-research-and-disabled-neurodivergent-and-deaf-researchers-an>

Workstream Updates

The Career - Life Cycle

EDICa held two workshops for the Being Human Festival, which took place at Wester Hailes' Community Wellbeing Collective. Wester Hailes is only two miles from Heriot-Watt University and is an area of multiple deprivation in Edinburgh, meaning it experiences high levels of hardship across multiple indicators like income, employment, education, and health. This is a result of factors such as its post-war housing estate design, historical image problems, issues like low literacy and numeracy rates, and challenges with poverty and addiction.

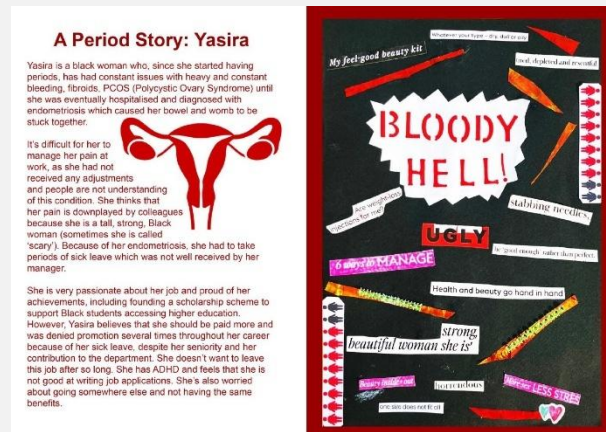
The participants, all resident in Wester Hailes but originating from around the world, crafted their own personal pages for a magazine inspired by real life experiences of periods and (peri)menopause. These pages have been incorporated into a zine - a self-published, small-circulation booklet. The zine, created by collaborator Coin Operated Press, also features our research and three stories pulled from the more than 60 interviews we collected in our study.

Yasira is a black woman in university professional services who has severe menstrual health conditions.

Frances is a lab technician also with severe menstrual health conditions, who works in an environment with strict hygiene practices. (Frances' story has also been turned into a comic, see next section.) Linda was a researcher until the lack of

support for her perimenopause symptoms derailed her career, declaring it "absolutely being the killer of my career". Read these stories and view our community collages here: <https://edicaucus.ac.uk/period-talks/>

The event was part of the Being Human Festival, the UK's national festival of the humanities, which took place 6-15 November 2025. Being Human is led by the School of Advanced Study, University of London in partnership with the Arts and Humanities Research Council and the British Academy. For further information please see beinghumanfestival.org.



Deaf women and menstrual health

EDICa deputy Principal Investigator and EDI Lead, Prof Jemina Napier, teamed up with Abigail Gorman from Sign Health to host two workshops in British Sign Language (BSL) where deaf women shared their experiences of navigating menstrual health in the workplace as deaf women. The workshop findings supplement the five interviews from our first round of data collection.

You can read about Abigail's visit to the Women and Equalities Select Committee in Westminster Parliament to discuss menstrual health from the perspective of the deaf community. [Click here for the blog.](#) "We raised that there is currently no established sign for "menstrual", which creates a barrier at the very first point of understanding. It becomes much harder for deaf people to learn about and discuss these issues without shared signed vocabulary or accessible information in BSL."

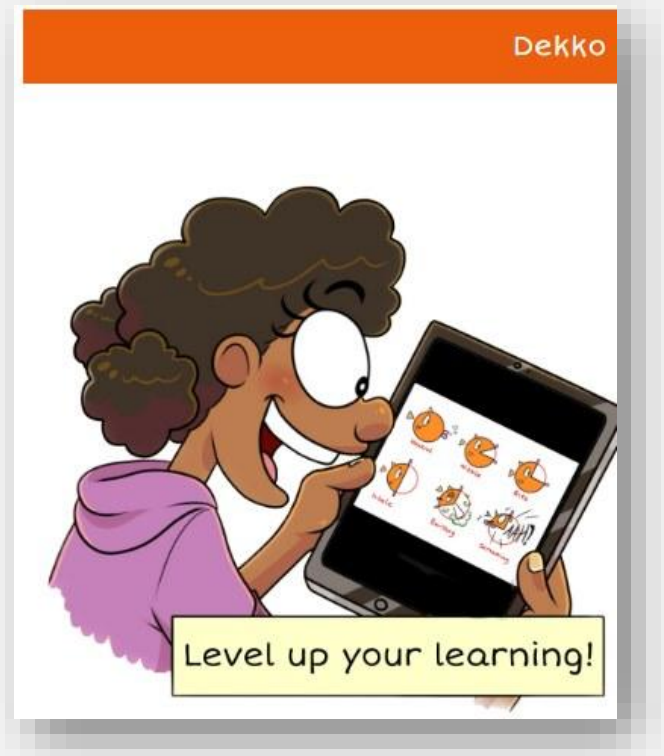
Jemina and Abigail are working on some recommendations for the non-academic audience to be published in the next few months. Watch this space!

The Research Process

Following four studies conducted over the past three years, EDICa's Workstream 2 is holding a series of stakeholder co-design workshops to create a series of Good Practice Reports. The reports will be published over the next few months on these topics:

- Good Practice Guide on the Research Funding Process
- Good Practice Guide on Organising Flexible Funds
- Effective EDI Training in Higher Education Institutions: A Good Practice Report
- Good Practice for Inclusive Demand Management

Meanwhile, we are also working with Dekko Comics to create a comic strip as a teaching tool. The comic is about a funding assessment panel comparing two proposals - one from a post-'92 type university with no big track record of research funding and without the hot-shot departmental colleagues. The other proposal is from a Russell Group-type prestigious university with big name researchers in the department. We'll be publishing this cartoon on our website and our social media channels as soon as it's finished!



The Organisation of Work

Virtual Reality - An Enabling Workspace

EDICa has developed, in partnership with Animmersion, a virtual reality simulation of an enabling workspace. This VR was co-designed by gathering a broad collection of thoughts, feelings, and lived experiences from buildings' users, and how their working environments affect them. You can get a sense of the Enabling Workspace with the 7 minute video clip [here](#).

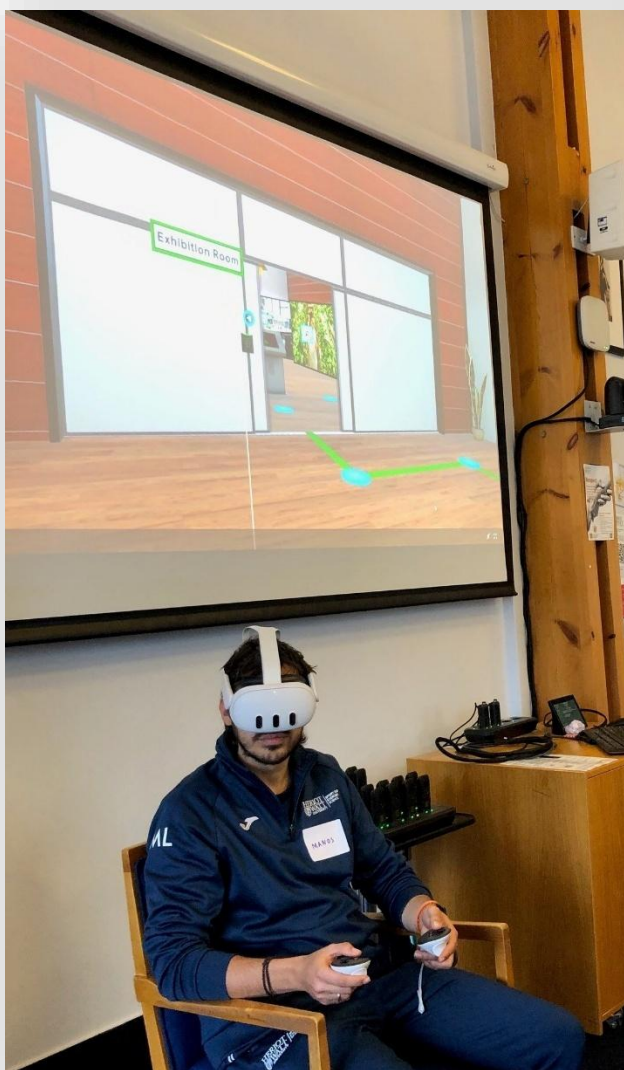
We held workshops in Edinburgh on 24 February and at the Royal Geographical Society headquarters in London on 5 March. We targeted estates and facilities managers, architects, designers and EDI specialists.

One participant said "The workshop has challenged me to be more open to considering the wide range of issues both in design and operation of buildings, and to hear the voices of the end users."

Another said it was "Really interesting. It took a few minutes to get used to the VR but after that I found it really useful to see best practice in a clear and engaging way."

As part of the workshop, EDICa asked participants to make pledges on how they would make impact in their own organisations following what they

learned in the workshop. EDICa will touch base with these participants 3 months later to assess the positive impact of these workshops.



Participants at VR workshop



Using Lego to explore
Enabling Workplaces



Spotlight on the field

EDI Hub+ Flexible Fund Awards

<https://edihubplus.ac.uk/edi-hub-announces-first-flexible-fund-awards/>

The EDI Hub+ is funded by the UKRI Engineering & Physical Sciences Research Council (EPSRC). They've organised a Flexible Fund similar to EDICa's, and the five successful projects funded in first round of this Flexible Fund were announced in January. These projects all will "advance equality, diversity and inclusion across Engineering, Physical and Mathematical Sciences research and innovation."

The logo for EDI Hub+ features the text "EDI" in a bold, dark blue font, followed by "Hub" in a bold, orange font, and a plus sign "+" in the same orange color. The text is set against a white background with a subtle drop shadow.

Dr Paula Bailey, Head of Talent and Skills at EPSRC said: "Creating an inclusive research and innovation system is essential to unlocking the full potential of talent across the UK. These projects demonstrate how practical, evidence-based interventions can make a real difference to research culture. Through the EDI Hub+ Flexible Fund, we are supporting the community to share what works and scale solutions that foster diversity and inclusion in Engineering, Physical and Mathematical Sciences."

Find the project titles below, but go to <https://edihubplus.ac.uk/edi-hub-announces-first-flexible-fund-awards/> for a one-line summary of each.

- The well chaired meeting
- Navigating reasonable adjustments: Empowering neurodivergent PGRs through transparency and co-design
- Expanding the Roving Research Scheme to new disciplines at the University of Cambridge
- The EDI STEM Training Hub: Cultivating inclusive workplaces through collaborative STEM-specific online training
- Research your way

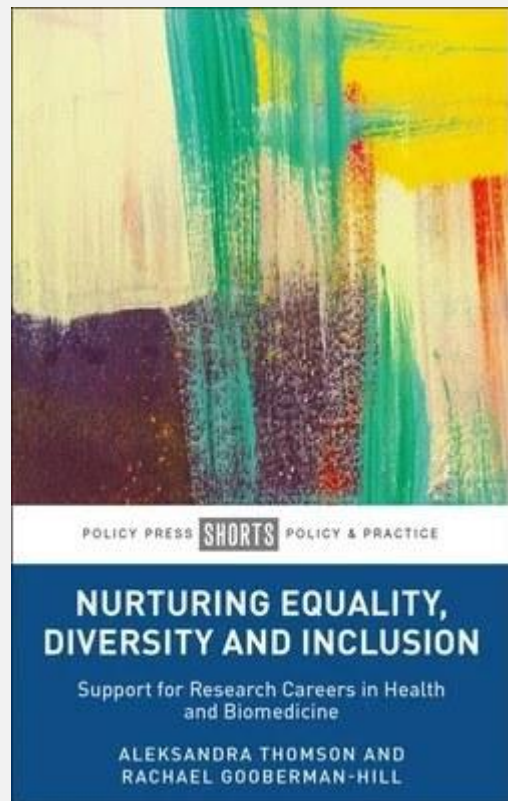
The next round of Flexible Funding opened 4 March 2026, and the deadline is 24 June 2026.

Nurturing EDI

Aleksandra Thomson and Rachael Gooberman-Hill have published *Nurturing Equality, Diversity and Inclusion: Support for Research Careers in Health and Biomedicine*. An Open Access book available in EPDF and EPUB can be found following this link:

“This is an essential guide for equality planning team members, researchers, HRM officers and managers across academia and research.”

Thomson and Goobermann-Hill introduce readers to crucial EDI challenges that impact research careers in Health and Biomedicine in particular. It also offers evidence-based interventions to overcome these challenges and to create inclusive and diverse research teams.



<https://policy.bristoluniversitypress.co.uk/nurturing-equality-diversity-and-inclusion>

ICAS report on Menstruation, Menopause & Miscarriage

The Institute of Chartered Accountants of Scotland published the report “Exploring the lived experiences of women in accounting around Menstruation, Menopause and Miscarriage (3M) in the workplace”.

<https://icas-com.uksouth01.umbraco.io/media/h01brqrs/shaping-the-profession-3m-longreport-13112025.pdf>



Many of the recommendations are similar as those coming out of EDICa’s research, but some aspects touch on the work environment and culture of disciplines like accounting or law. For example, “We have also identified several concerns about leadership selection criteria within the accounting profession, especially in how leaders and partners are chosen. Our

findings indicate that these decisions are often based more on abilities related to keeping and attracting clients rather than on how good someone is at managing people. This focus shows that the firms value certain skills more when it comes to leadership roles, often ignoring important people skills. ...[O]ne of our participants went back to work after losing her baby and faced a total lack of support from her bosses." (pg 26, EDICa's emphasis).

<https://icas-com.uksouth01.umbraco.io/media/h01brqrs/shaping-the-profession-3m-longreport-13112025.pdf>

Black History - 365 Days a Year

<https://youtube.com/playlist?list=PLpqkmrzbh12Z71xknXgi-0M4Y-3ettkaW&si=4jseaVvmPs0q0IWG>

Following the success of 100 Black Women Who Have Made A Mark, Serendipity Institute for Black Arts and Heritage has undertaken a project for 2026; Making the Invisible Visible: Black Women 365 Days of the Year. Each day showcases a different woman, "whose story has shaped Black British or global Diasporic history; many of whom remain overlooked or under-celebrated in mainstream narratives. This takes the form of a rolling programme of short films, released throughout the year to keep these stories in daily circulation and to create an evolving constellation of leadership, resistance, artistry and enduring impact."

The videos - from 3 to 6 minutes in length - can be found on the YouTube playlist. They feature women like choreographer and director Maya Taylor; the late Irish activist Christine Buckley - a survivor of the Irish industrial schools of the 20th century; and the 19th century American author and activist Ida B. Wells.



IET's Disability in engineering & technology report

The Institute of Engineering & Technology (IET) have published a report that "presents the findings of a study ... to explore and understand the lived experiences of disabled engineers and technologists in the workplace, identify barriers and enablers to inclusion and career progression, and highlight actions for change."

They have produced a 32-page report and also a 2-page quick summary of the key findings. Find them here: <https://www.theiet.org/disability-in-engineering-and-technology-report> with versions in web format or PDF.

Enablers to disability inclusion

“ They had all my access requirements discussed before I started. Everything was in place, my software was set up... ”

Barriers to disability inclusion

“ ...if you need accommodations, why are you here? It really feels like that's the attitude and it's so frustrating sometimes. ”

LGBTQ+ Practices in Higher Education: Existing Practices and Suggested Improvements

Coming from the IGNITE Network+

"This new report, LGBTQ+ Practices in Higher Education: Existing Practices and Suggested Improvements, explores current LGBTQ+ policies and practices across UK universities, drawing on insights from EDI professionals and LGBTQ+ network chairs.



"The findings highlight the crucial role of LGBTQ+ networks in fostering support and advocacy, alongside the importance of visibility, meaningful training, and effective policy implementation. The report also provides practical suggestions for improvement across these areas."

<https://www.ignitenetplus.ac.uk/resources/id/1579/lgbtq-practices-in-higher-education-existing-practices-and-suggested-improvements>

Wheelchair lab coats

An update from the University College London (UCL) / London College of Fashion (LCF) Wheelchair Lab Coat Project.

The research team have recently been inviting wheelchair users to test the designs for a dry-lab coat, looking at ergonomics and practicality, to inform any necessary adjustments or variations required in the patterns.

Status of the project

"The dry-lab coat design has been finished and graded for different sizes, and is now ready for final testing by the broader wheelchair-using laboratory community. This will tell us whether the design is suitable, and highlight any alterations that need to take place before releasing the patterns for non-profit production.

"The wet-lab coat is in the final stages of design, and we will be looking for people to test these once they are ready.

"Once the designs have been tested by a wider range of wheelchair users and we have addressed any concerns and feedback, we will be releasing the patterns for not-for-profit production alongside technical guidelines / caveats on their safe use. The designs will be suitable for any clothing production facility (including tech packs and size grading), as well as

competent home sewers (not too complex, can be made on a standard home sewing machine). The dry-lab coats we will be producing for this test batch are 100% drill cotton."

**Calling wheelchair users who work in wet labs
(including in NHS settings)
to user-test a new lab coat.**

Contact ucleast.labcoats@ucl.ac.uk



If you are interested in hearing more or are a wheelchair user in a lab or workshops wanting to test the coats, contact Email: ucleast.labcoats@ucl.ac.uk

Inclusive Remote and Hybrid Working report

"The final report of the Inclusive Remote and Hybrid Working Study indicates that six years on from the first Covid-19 lockdown, access to remote and hybrid work has become essential to many people who are disabled or have long-term health conditions, enabling them to stay in work.

"The study undertook a UK-wide survey of 1,221 disabled people, in-depth interviews with survey participants; and interviews and case studies with human resources professionals, managers and company owners. The study was led by Lancaster University, the Work Foundation, Manchester Metropolitan University and Universal Inclusion – and funded by the Nuffield Foundation.

"Most of the disabled people who participated in the study reported a strong preference for continuing to work remotely or in a hybrid way, and positive impacts on their health, employment and personal circumstances."

Follow this link - [Breaking Down Barriers site](#) - to find the PDF report. You can also watch a 7-minute video produced by the team.



Decolonising Inclusion

An open access journal article by Abigail Muchecheti of Oxford Brookes University titled “Decolonising inclusion: Reframing equity for non-academic women of colour in UK higher education”.

<https://journals.sagepub.com/doi/10.1177/14647001251393124>

Abstract:

“This article critically examines how non-academic women of colour experience inclusion within UK higher education institutions. Drawing on narrative and semi-structured interviews, it reveals that inclusion is often choreographed through surface-level gestures that legitimise universities without redistributing power. The analysis develops three conceptual tools – curated inclusion, institutional affective discipline and progression ambiguity – to theorise how diversity initiatives function as containment strategies rather than mechanisms for transformation. Informed by Black feminist, critical race and decolonial theories, the study exposes how emotional labour, strategic silences and conditional belonging operate as everyday technologies of racialised governance. By centring the voices of women in non-academic roles, the article extends existing debates on institutional whiteness and performative inclusion, arguing for a structural reimagining of equity work grounded in decolonial praxis and epistemic justice.”



Conclusion: From performed inclusion to structural transformation

“What would it mean to decolonise inclusion in practical terms? It requires moving from an add-and-stir model inviting people of colour into existing systems to a reconstructive model where marginalised groups co-design structures and share power. This section translates these insights into practice.”

Muchecheti expands on the following recommendations: Redistribute power; value lived experience; redefine merit and ‘fit’; transform affective culture; ensure transparency and accountability; prioritise retention and care.

<https://journals.sagepub.com/doi/10.1177/14647001251393124>

Employment Rights Act 2025

The Westminster government published some guidance for employers on 4 March: <https://www.gov.uk/government/publications/creating-an-action-plan-guidance-for-employers/overview>



**Office for Equality
and Opportunity**

“From April 2026, employers with 250 or more employees will have the option to produce and publish a voluntary action plan alongside their gender pay gap data. These will become mandatory from spring 2027, subject to secondary legislation.

“The purpose of action plans is to support employers to take effective action to improve workplace gender equality, by which we mean advancing equality of opportunity between male and female employees. As set out in the Employment Rights Act 2025, action plans will show the steps you are taking to:

- reduce your organisation's gender pay gap
- support employees experiencing menopause

“You will be able to highlight work your organisation is already doing to improve workplace gender equality.

“To help employers take effective action, we have provided a list of recommended, evidence-informed actions that you can include in your plan. These actions were developed using expert insight and research, which included:

- research into how to improve gender equality in the workplace by the Behavioural Insights Team
- a literature review on menopause in the workplace by the Department of Work and Pensions

“These reflect our best evidence at the time of writing. We will review and develop the actions to ensure they evolve alongside new evidence. From April 2026, organisations will be able to share evidence with us about evidence-based actions to support this process.”

Spotlight on accessibility

What's in a font?

<https://seemeplease.com/blog/trump-administration-thinks-calibri-is-woke-us-typography-just-regressed-to>

In December, the American Trump administration's State Department reversed a Biden-era order which had changed fonts to Calibri. Katie McDemott, CEO of See Me Please, an accessibility consultancy, writes about why this is a poor decision, its implications, and explains why the Atkinson Hyperlegible font works. "It was designed specifically for people with low vision, not blind screen reader users; a distinction repeatedly emphasised by the Braille Institute itself [3]. This makes it particularly relevant in mainstream government and banking services, where many users don't identify as disabled but still struggle quietly for example older users."

Can you easily differentiate these characters?

I l l O O

Times New Roman

Times New Roman- designed for newspaper print in 1931.

The Trump administration's mandated font, after more accessible fonts were called "wasteful DEIA" by Secretary Rubio.

I l l O O

Atkinson Hyperlegible

Atkinson Hyperlegible, the Braille Institute's grotesque with a radical core principle: if two characters might ever be confused, they simply shouldn't look similar. It's a font where legibility outranks elegance, and every quirky letterform is a deliberate choice to prevent misreading.

Atkinson explains 15 ways that Atkinson works to reduce errors in reading, for example:

“Punctuation with a presence. Periods, commas, colons, and decimals are larger than convention allows. Because in URLs, financial data, and dense references, punctuation isn't decorative; it's semantic. Atkinson treats the full stop like it matters, because in some contexts, missing it is a \$10,000 mistake.”

(And if you're starting to get interested in the detailed world of fonts, you might enjoy the 2007 documentary Helvetica.)

Have a look at the comparison between Times New Roman and Atkinson Hyperlegible and think about the number of times you've wondered if a digit is a zero or an O, a one or an L.

Get Involved

Sign up to receive our newsletter and calls for participation:
<https://go.hw.ac.uk/EDICa/Subscription>

Follow us on LinkedIn and BlueSky.

To unsubscribe from our newsletter, please email EDICaucus@hw.ac.uk

EDI Caucus, Heriot-Watt University, Edinburgh

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

Funders of the EDI Caucus

