EPSRC Expectations for Equality, Diversity and Inclusion

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Themes

1: Develop an approach to embedding equality, diversity and inclusion (EDI) in the research lifecycle

2: Implement good practices in recruitment and/or selection processes to ensure diverse teams

3: Ensure diversity and inclusivity in all activities. For example, events, sandpits, summer schools and networking

4: Create an inclusive and accessible environment

5: Ensuring career progression and training for all members of the team

6: Inclusive research

* The resource included in the table include projects and research that EPSRC and UKRI have directly funded as well as tools, reports and webpages from private companies which have no affiliation to UKRI or the research councils. Some of the free resources may also offer paid services alongside this resource.

1: Develop an approach to embedding equality, diversity and inclusion (EDI) in the research lifecycle	Expectation	Resources
	1.1 Everyone can contribute something regardless of seniority or experience.	• Dame Ottoline Leyser blog on supporting difference • Listen to Prof. Kate Sang from Heriott Watt University on Inclusion • Pearn Kandola – Diversity and Inclusion Hub • BBC Ideas – The power of introverts

	1.2 Embed EDI during the planning of all activities to remove as many barriers as possible.	• Explore having an EDI champion. The team can "do" while the champion can support and communicate successes and lessons learned. Examples include:
		   • University of York
		   • University of Sussex
		   • University of Warwick

	1.3 Reflect on mistakes as learning opportunities which form a key part of continual development.	• Centre for Research into Energy Demand Solutions (CREDS) approach to EDI and learning • The Law Society Using pronouns in the workplace • Disability Unity Words to use and avoid when writing about disability

	1.4 Develop an understanding of your local context (barriers, opportunities) by learning about the wider EDI environment.	• Pearn Kandola – racism in universities podcast
		• Leading routes article – barriers to Black PhD students accessing research council funding.
		• Wonkhe article – Understanding White Privilege
		• Nature Reviews Materials – Inclusivity in Materials Science
		• BBC – What is white privilege?
		• Networks:
		   • National Association of Disabled Staff Networks
		   • Association for Black and Ethnic Minority Engineers
		• STEMM-Change project - EDI resource Bank
		• Northern Powerhouse - Resource Bank
		• Royal Society of Chemistry –
		   • LGBTQ+ Toolkit
		   • Article – Exploring the workplace for LGBT+ physical scientists

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2: Implement good practices in recruitment and/or selection processes to ensure diverse teams	Expectation	Resources
	2.1 Ensure all opportunities have been openly advertised through diverse channels with thought given to language, flexibility and reasoning for essential criteria.	• NERC – best practice principles in doctoral recruitment • Article – Transforming the Language of Exclusion and Bias in Recruitment • University of St Andrews – Inclusive Recruitment Guide • BBC article – The case for diversity – learning from Gareth Southgate • TEDx video – Who you should hire, fire & promote – Stephen Frost • Textio – Inclusive writing for job adverts
	2.2 People involved in the research, including advisory boards, have been fairly recruited, following a process which incorporates current good practice. Consideration is given to positive action whilst avoiding overburdening individuals and creating a balance of expertise from different organisations and career stages.	• Government Equalities Office – Equality Act 2021 – Quick start guide to using positive action in recruitment and promotion • STEM Women article – Positive Action vs Positive Discrimination • Equality Challenge Unit – Positive Action through bursaries, scholarships and prizes • University of Bath - Reimaging Recruitment
	2.3 Where a grant is required to undertake a selection process, e.g. to award funding, whether for people or projects, an appropriate process has been followed to manage bias and safeguard the quality of decision-making.	• CGIAR – Diverse panel pledge

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3: Ensure diversity and inclusivity in all activities such as events, sandpits, networking	Expectation	Resources

	3.1 Publish a code of conduct for organised activities.	• London Mathematical Society Article – Advice on Diversity at Conferences and Seminars
		• Code of conduct for events:
		   • Imperial College London
		   • Knowledge Transfer Network (KTN)

	3.2 Activities are explicitly inclusive, accessible and diverse for speakers and attendees.	• Inclusive Events:
		   • Wellcome Trust Article – running inclusive events
		   • University of Oxford – REACH conference
		   • The University of Manchester guide – Make your event accessible and inclusive
		   • Autistica – Hosting accessible online events, meetings and webinars for autistic people and those with additional needs
		   • British Academy of Management - All Welcome Guide to inclusive, accessible and sustainable events
		• Designing Inclusive Content:
		   • Home Office guide – Designing for Accessibility
		   • Worcestershire Council – Shaping documents and content for accessible and inclusive practice

	3.3 EPSRC grants are committed to removing barriers to participation in all activities that they deliver.	• SPRITE network+ - Virtual Sandpits: A How-To Guide • Royal Society of Chemistry - Considering International Mobility for LGBT+ Scientists • STEM ENABLED - Comprehensive guidance on modifying existing lab spaces to enable equal access to disabled students

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	Expectation	Resources
4: Create an inclusive and accessible environment	4.1 Establish an inclusive environment where all can thrive and all voices in the team are valued, regardless of personal circumstances.	• Russell Group research culture and environment toolkit • Tech Talent Charter (TTC) - TTC toolkit • University of Lincoln - Advanced Strategic Platform for Inclusive Research Environments (ASPIRE) • University of Edinburgh - Evidence-Base; Growing the Big Grant Club (eBase) • Example of where collegiality is part of promotion criteria at University of Glasgow • Queens University Belfast - Inclusion Really Does Matter • AdvanceHE - Creating an Inclusive Environment • TIGERSTEMM -resources • Heriot Watt University, project - Disability Inclusive Science Careers (DISC) • University of Strathclyde, project - STEM Equals • University of Nottingham, project - STEMM-Change

	4.2 Provide regular communications (for example newsletters, e-mails, team meetings) with colleagues to underpin the approach to EDI.	• Examples of regular EDI communications
		    • University of Nottingham - Let's be clear about EDI: Conversation guides/aids from University of Nottingham
		    • University of Warwick

	4.3 Ensure effective and robust processes for managing bullying and harassment are in place. This is supported by active allyship.	• UKRI - Preventing Bullying and Harassment
		• Culture Shift - How to manage and report sexual harassment in the workplace
		• Examples of Culture-Shift software in use:
		    • The University of Manchester
		    • The University of Nottingham
		• Cardiff University - Dignity at work and study policy
		• King's College London - Code of Conduct
		• Universities UK - Tackling racism and racial harassment: directory of initiatives at UK universities
		• Royal Academy of Engineering - Allyship toolkit

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5: Ensuring career progression and training for all members of the team	Expectation	Resources
	5.1 People are supported in setting achievable career goals and provided continuing professional development opportunities.	- Vitae - Concordat to Support the Career Development of Researchers - Examples of EPSRC funded projects: - Challenging different forms of bias in EPS Research – University of Birmingham - Promoting EDI in University Spinout Companies – Oxford Brookes University - Northern Accelerator – Ideas Impact Hub - King's College London - Policy on fixed term contracts for research staff
	5.2 Encourage mentoring and coaching opportunities, whether informal or formal.	- Royal Academy of Engineering – Inclusivity Toolkit - Examples of Mentoring Schemes: - Royal Academy of Engineering - Research Fellow applicants - Royal Academy of Engineering - Chairs and Senior Research Fellows - Fabian Women's Network – Mentoring Programme - UKRI – Future Leaders Fellows Development Network - Connected Everything Network – Early Career Mentoring Programme - University of Nottingham - Reverse Mentoring - University of Glasgow - VisNET

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	Expectation	Resources
6: Inclusive research	6.1 Diversity is included in research design, for example the user voice is included in the research and/or consideration is given to ensuring diversity in study participants	• Garcia - Toolkit for Integrating Gender-Sensitive Approach into Research and Teaching • Universities UK - The Concordat to Support Research integrity • University of Cambridge - What is inclusive design? • Invision article - Inclusion is designing the future • UX Planet - 6 principles for inclusive design • Government of Canada - Best Practices in Equity, Diversity and Inclusion in Research • Nature, article- How to include Indigenous researchers and their knowledge • Gendered Innovations, project - Gendered Innovations
	6.2 Research outputs are accessible and inclusive	• Institute of Physics, Poster - Top tips on inclusive teaching • Web Accessibility Initiative - Introduction to Web Accessibility • University of Glasgow – Recognising Authors (CRediT)

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