

## **Equality, Equity, Diversity & Inclusion (EEDI) Essentials for Health & Social Research**

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**METHODOLOGY SEMINAR SERIES 2023-2024**

**Equality, Equity, Diversity & Inclusion (EEDI)  
Essentials for Health & Social Research**

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# In this session, we will:

- Define EEDI
- Reflect on why it is important
- Discuss EEDI Essentials
- Understand how to incorporate the EEDI research cycle
- Signpost Resources



# Define EEDI



## EQUALITY

Ensuring equality of access, treatment, outcomes and impact



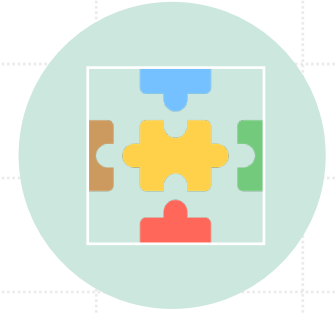
## EQUITY

Actions taken to achieve a state of equality of outcomes.



## DIVERSITY

Empowering people by respecting and valuing what makes them different.



## INCLUSION

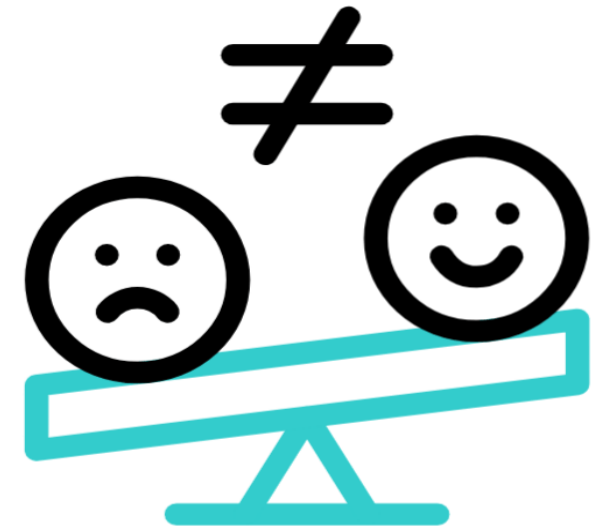
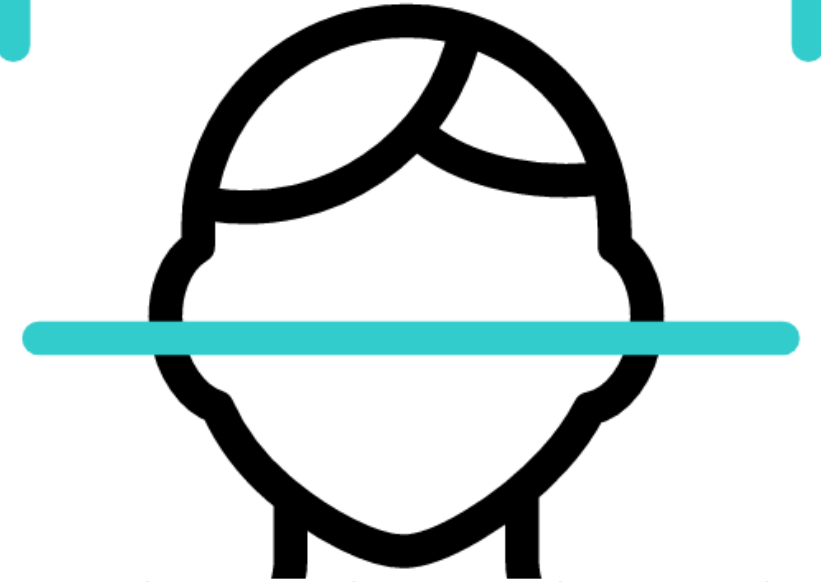
Engaging different perspectives and creating a research environment where everyone feels valued.

# Why EDI?

- Persistent inequalities at all levels
- Unrepresentative data

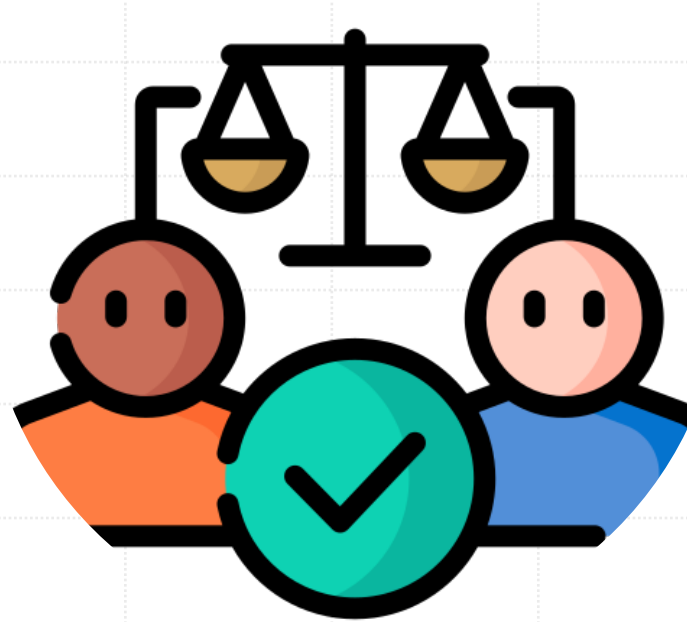
For example, facial recognition systems are up to 19% less accurate at recognising images of Black men and women compared to White individuals [1].

- Creation of new technologies
- Exclusion in decision-making
- Biased tools reinforce inequalities

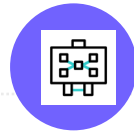


# EDI importance

- Generating representative data
- Reducing inequalities
- Minimising biases
- Preventing discrimination
- Collecting diverse perspective
- Maximise the impact of R&I



# EDI Essentials



**Planning & resources**



**Inclusive Language & Communication**



**Being reflexive**



**Developing Cultural Awareness & Competency**



**Apply relevant approaches to ensure EDI.**

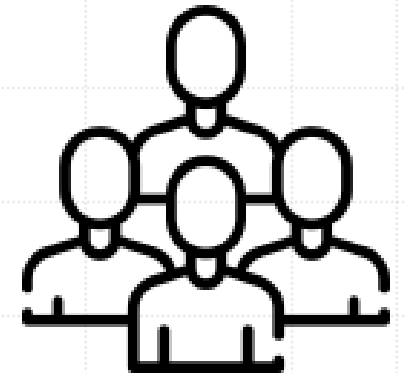
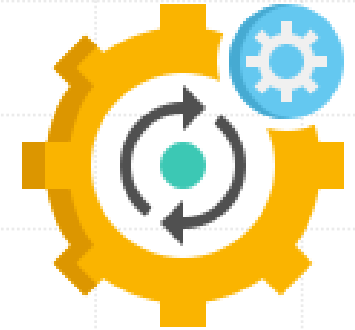


**Regular sense check**

**“We don’t see things as they are;  
we see things as we are”. [Anais Nin]**

# Embedding EDI in research– a system approach

Develop and corroborate EDI principles, structures, processes, roles, and mechanisms to monitor and measure throughout the project life cycle.



- Research design
- Methods
- Literature review
- Analysis and interpretation
- Dissemination of research findings
- **Research Impact**
- **Research environment**
  - **Research team**
    - Team members
    - Advisory Group
  - **Recruitment process & participants**
  - **Training & development**



# Embedding EDI in research – fostering partnership

## Nursing narrative EDI approach

### A Dutch proverb

Informal meetings  
with organisations

Informal meetings  
with potential  
participants

After interview  
debriefings

Offering different  
options to take part

Opportunities to  
involve participants in  
the impact activities

- Endorsing the manifesto for change
- Involve in advocacy & action group
- Documentary screening

Trust arrives on a tortoise.....



.....and leaves on a horse

[simonterry.com/2017/07/31/trust-is-precious/](http://simonterry.com/2017/07/31/trust-is-precious/)

Nursing Narratives: Racism and the Pandemic



Kanlungan  
Improving Filipino Migrants



Strength In Unity



BPNMA



CAHN  
Caribbean & African Health Networks



Strength In Unity



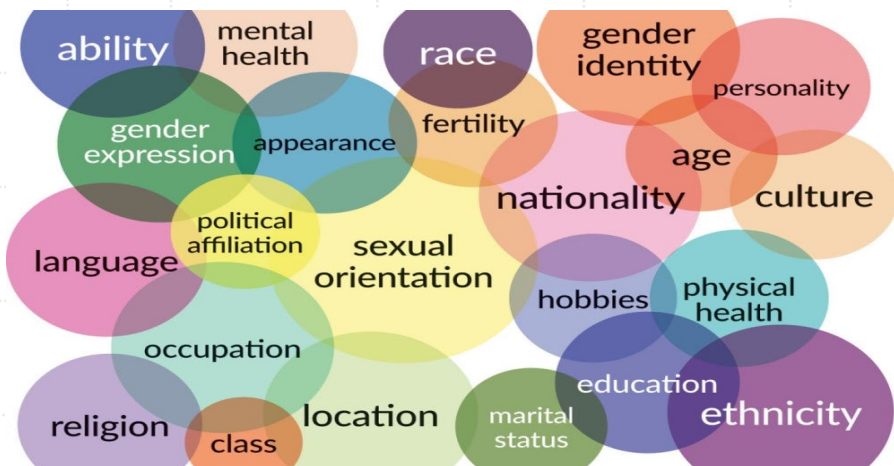
Strength In Unity



# Real-world examples of EDI

## Nursing Narratives

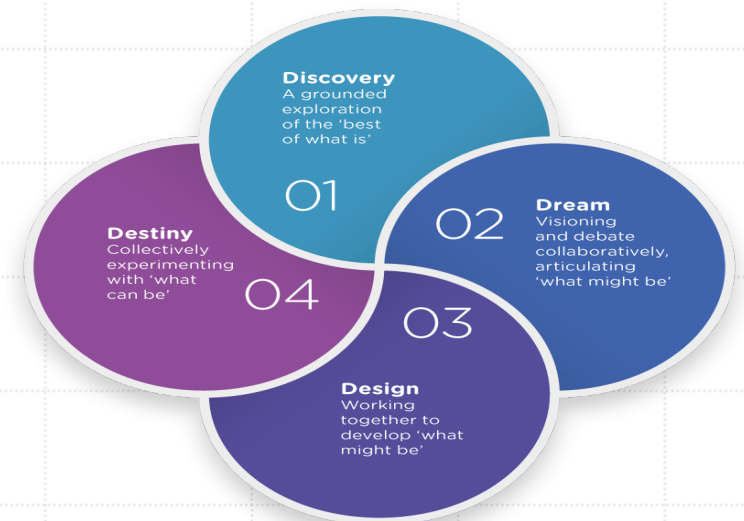
- Intersectionality
- Critical Race Theory
- Narrative inquiry, art-based approaches, design ethnographic methods
- Active engagement with the advisory committee (6 members)
- Active Media Engagement
- Website & blogs



Source: Misty McPhetridge, BSSW

## Role of VCSE

- Intersectionality
- Theory of Change
- Appreciative Inquiry and co-production (asset-based approach)
- VCSE representative involvement from start to end (10 members)
- Capacity Building



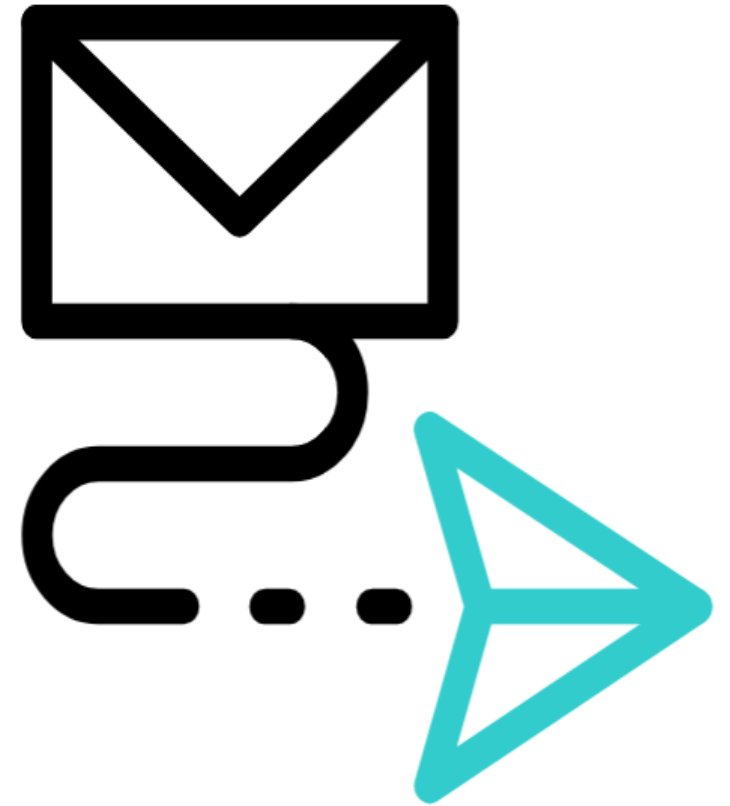
# Takeaway message

EEDI is an essential aspect of the research process for:

- ensuring fairness
- addressing disparities
- minimising biases
- promoting participation & representation

Above all, it is a basis for creating an inclusive research culture.

*NB: it is neither a tick-box nor a head count exercise.*



# References

1. O'Brien et al. (2022). Addressing racial and ethnic inequities in data-driven health technologies. [https://spiral.imperial.ac.uk/bitstream/10044/1/94902/2/Imperial\\_IGHI\\_AddressingRacialandEthnicInequities%20\\_Report.pdf](https://spiral.imperial.ac.uk/bitstream/10044/1/94902/2/Imperial_IGHI_AddressingRacialandEthnicInequities%20_Report.pdf)
2. All icons and animations are created by Freepik and accessed from <https://www.flaticon.com/free-animated-icons/created>.
3. Nursing Narratives: Racism and the Pandemic
4. Nield, L., Bhanbhro, S., Steers, H., Young, A., & Fowler Davis, S. (2023, September). Impact of Voluntary, Community and Social Enterprise (VCSE) Organisations Working with Underserved Communities with Type 2 Diabetes Mellitus in England. *In Healthcare*, 11 (18), p. 2499.



# Resources

- SHU Equality, Diversity and Inclusion
- Academic Development & Inclusion (ADI)
- Writing about ethnicity
- The report of the Commission on Race and Ethnic Disparities
- Strategies to foster inclusive language at work [LinkedIn Learning]
- Cultural Competence [Centre for Ethnic Health Research]
- NIHR - Research Design Service
- UKRI Guidance for equality, diversity and inclusion