

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

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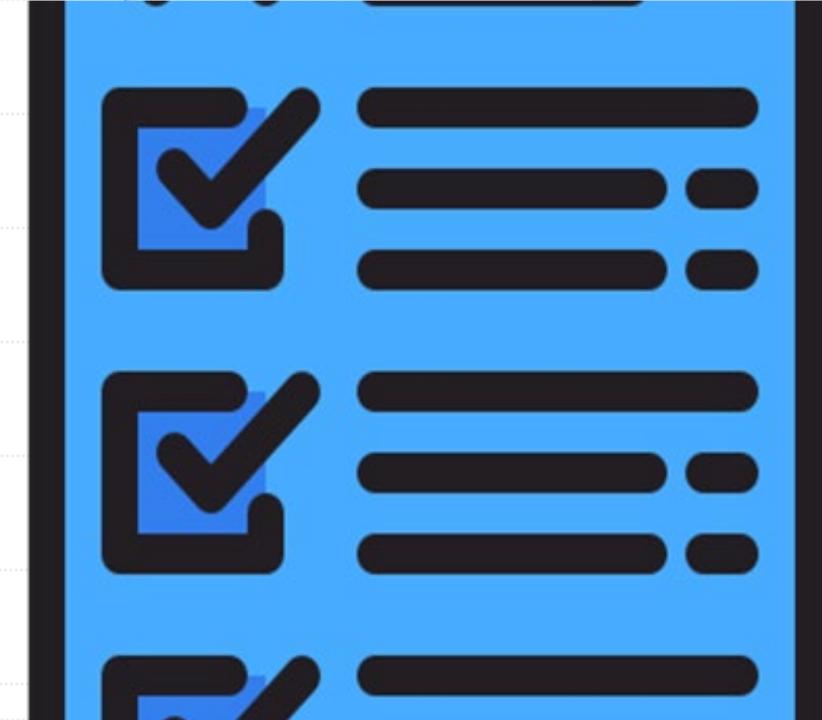
METHODOLOGY SEMINAR SERIES 2023-2024

**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



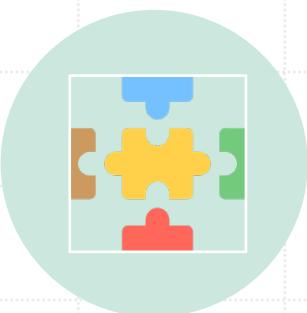
EQUITY

Actions taken to achieve a state of equality of outcomes.



DIVERSITY

Empowering people by respecting and valuing what makes them different.



INCLUSION

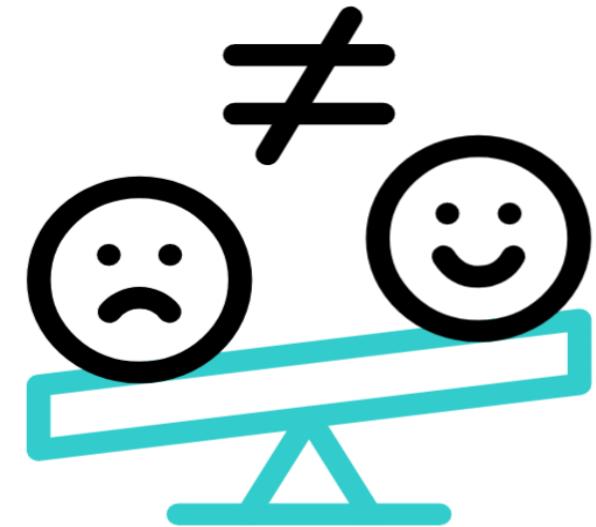
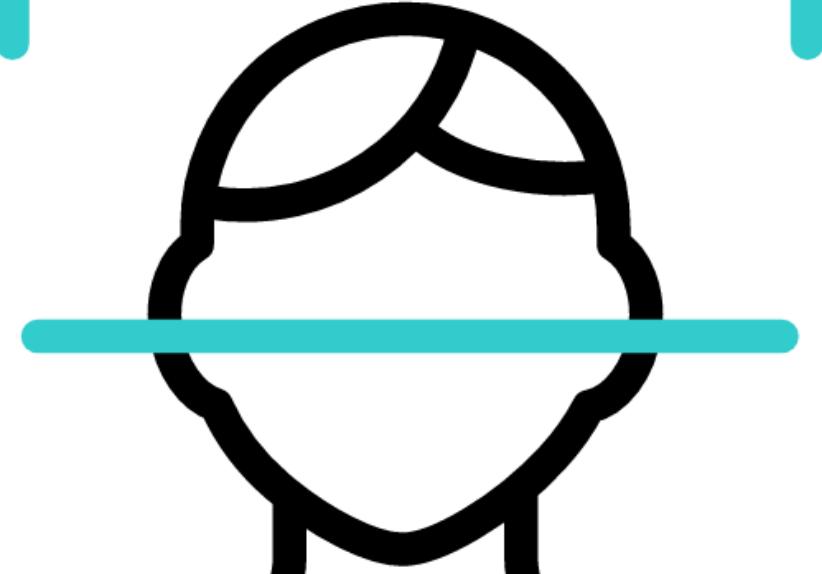
Engaging different perspectives and creating a research environment where everyone feels valued.

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



Inclusive Language & Communication



Apply relevant approaches to ensure EDI.



Planning & resources



Being reflexive



Regular sense check



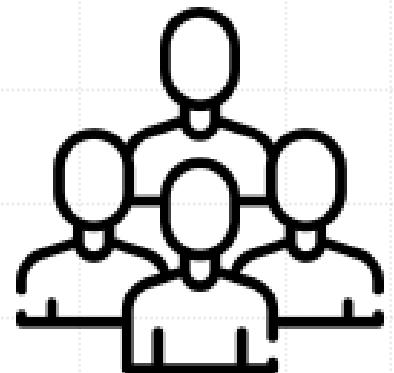
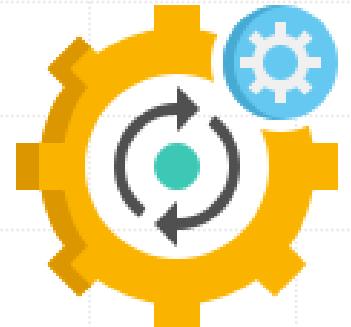
Developing Cultural Awareness & Competency

“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

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

A Dutch proverb

Trust arrives on a tortoise.....



.....and leaves on a horse

simonterry.com/2017/07/31/trust-is-precious/

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

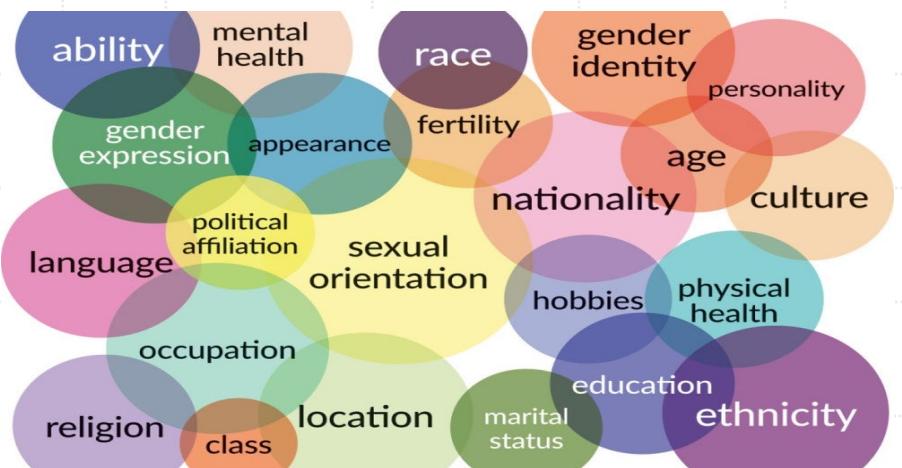
Nursing Narratives: Racism and the Pandemic



Real-world examples of EDI

Nursing Narratives

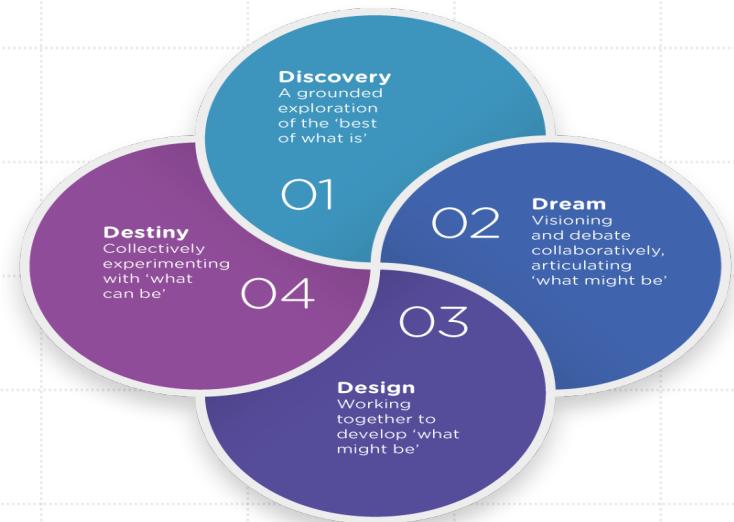
- Intersectionality
- Critical Race Theory
- Narrative inquiry, art-based approaches, design ethnographic methods
- Active engagement with the advisory committee (6 members)
- Active Media Engagement
- Website & blogs



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



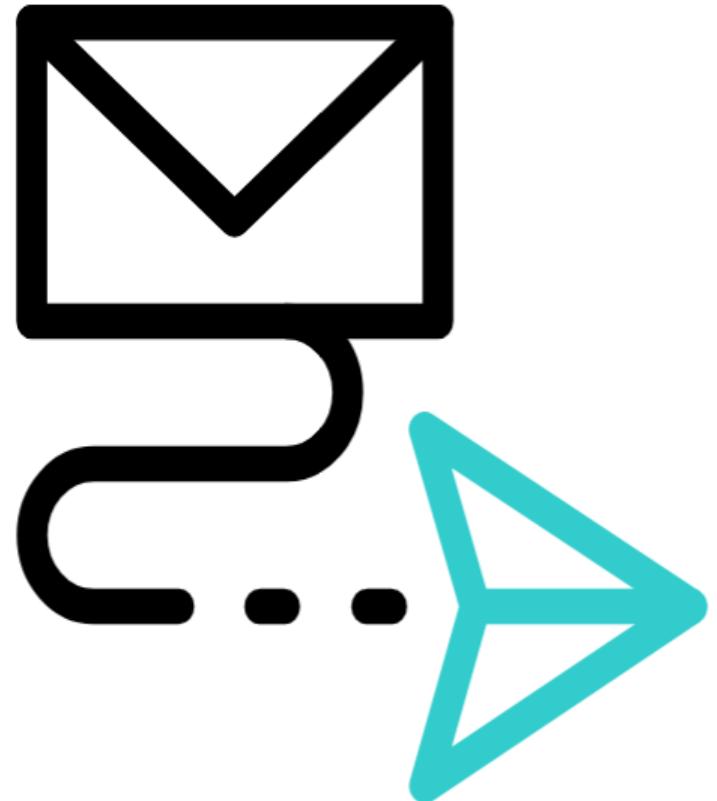
Takeaway message

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_AddressRacialandEthnicInequities%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**](#)