

Embedding equality, diversity and inclusion (EDI) into research

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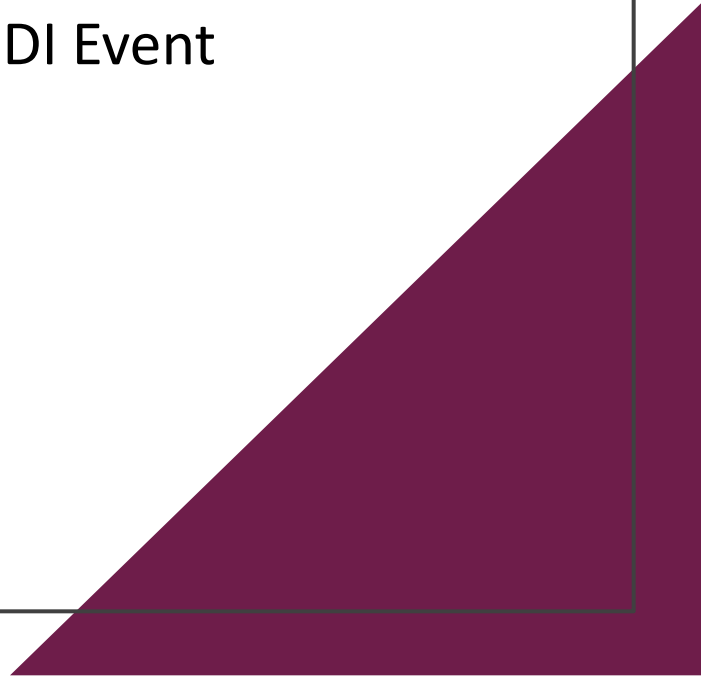
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Embedding Equality, Diversity and Inclusion (EDI) into Research

Council for Allied Health Professions Research (CAHPR) – EDI Event
Dec 5, 2023

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Dr Sadiq Bhanbhro



In this session, we will:

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



Define EEDI



EQUALITY

Ensuring equality of access, treatment, outcomes and impact



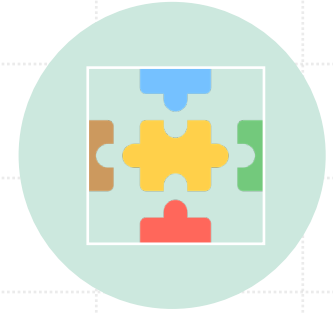
EQUITY

Actions taken to achieve a state of equality of outcomes.



DIVERSITY

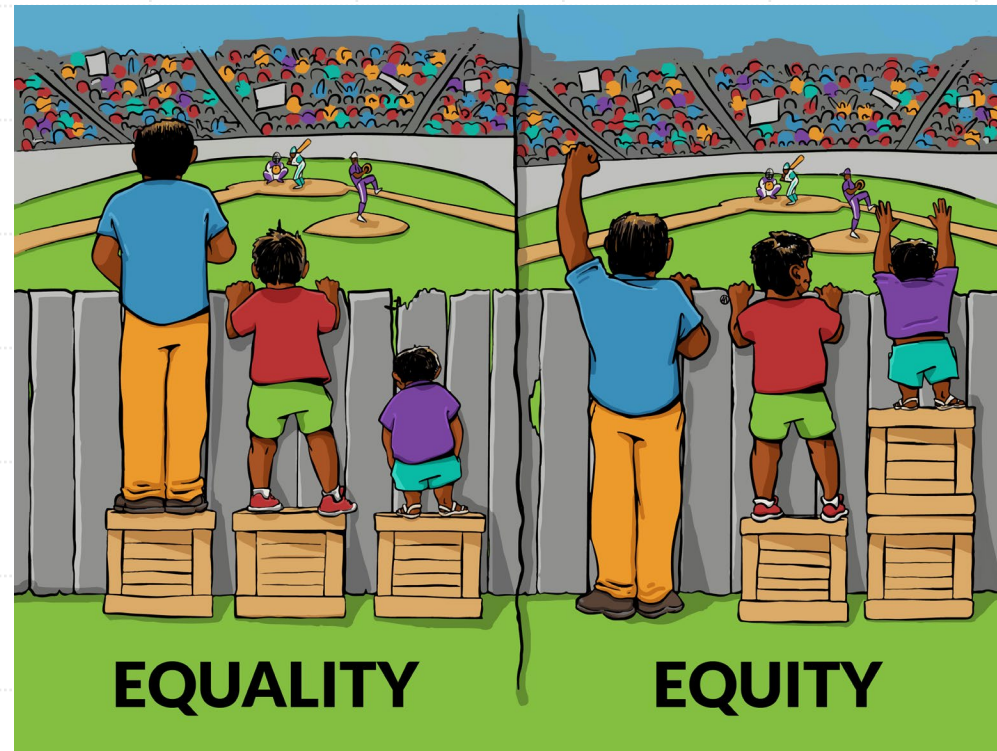
Empowering people by respecting and valuing what makes them different.



INCLUSION

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

Equality vs. Equity

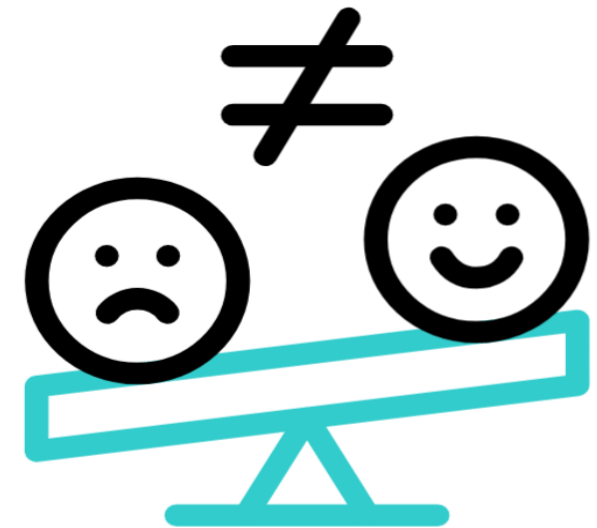
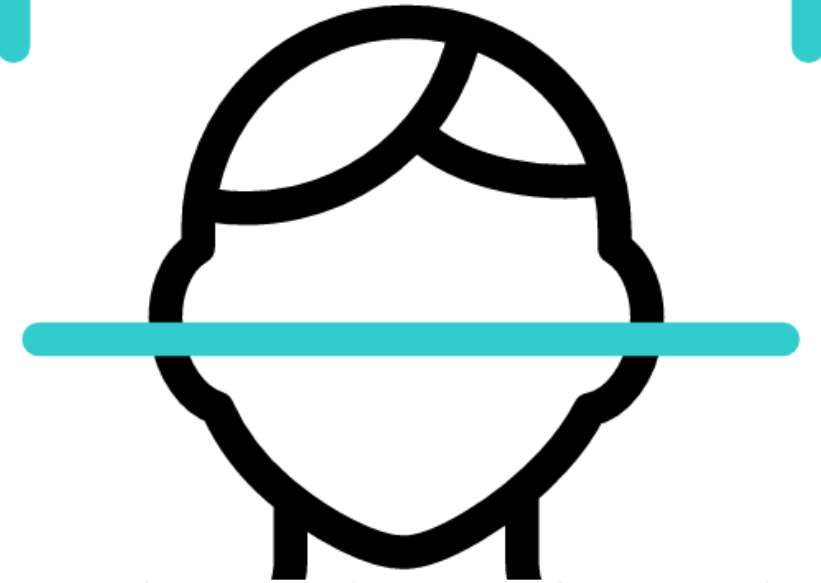


Why EDI in research?

- 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





Defining under-served groups (NIHR-INCLUDE, 2022)

- 
- **No single definition, but key characteristics may include:**
 - Lower inclusion in research than one would expect from population estimates
 - High healthcare burden that is not matched by the volume of research designed for the group
 - Important differences in how a group responds to or engages with healthcare interventions compared to other groups, with research neglecting to address these factors
 - Therefore, the definition of 'under-served' is highly context-specific; it will depend on the population, the condition under study, the question being asked by research teams, and the intervention being tested.

EDI importance

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



EDI Essentials

**"We don't see things as they are;
we see things as we are". [Anais
Nin]**



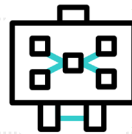
Inclusive Language & Communication



Being reflexive



Developing Cultural Awareness & Competency



Planning & resources



Apply relevant approaches to ensure EDI.



Regular sense check

Embedding EDI in research – fostering partnership

Nursing narrative EDI approach

Informal meetings with organisations

Informal meetings with potential participants

Post-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**

Nursing Narratives: Racism and the Pandemic



A Dutch proverb

Trust arrives on a tortoise.....



.....and leaves on a horse

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

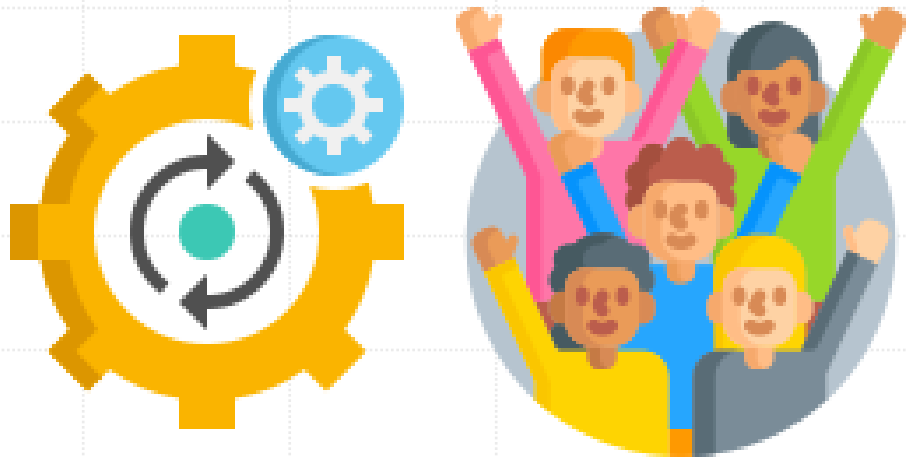
Develop and corroborate EDI principles, structures, processes, roles, and mechanisms to monitor and measure throughout the project life cycle.

- Research design
- Methods
- Literature review
- Analysis and interpretation
- Dissemination of research findings
- ***Research Impact***



Embedding EDI in research– a system approach (1)

Embedding EDI in research– a system approach (2)

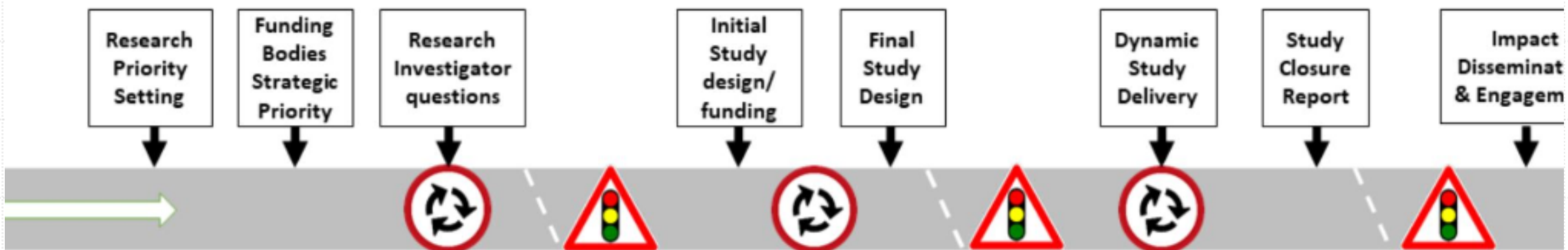


- **Research environment**
 - **Research team**
 - Team members
 - Advisory Group
 - **Recruitment process & participants**
 - **Training & development**

INCLUDE roadmap



Involved stakeholders: Patients, public, funders, clinicians, researchers, regulators, industry, policymakers



Checkpoints for decision-making processes

Collaborative, iterative engagement with stakeholders in prioritisation, design and delivery

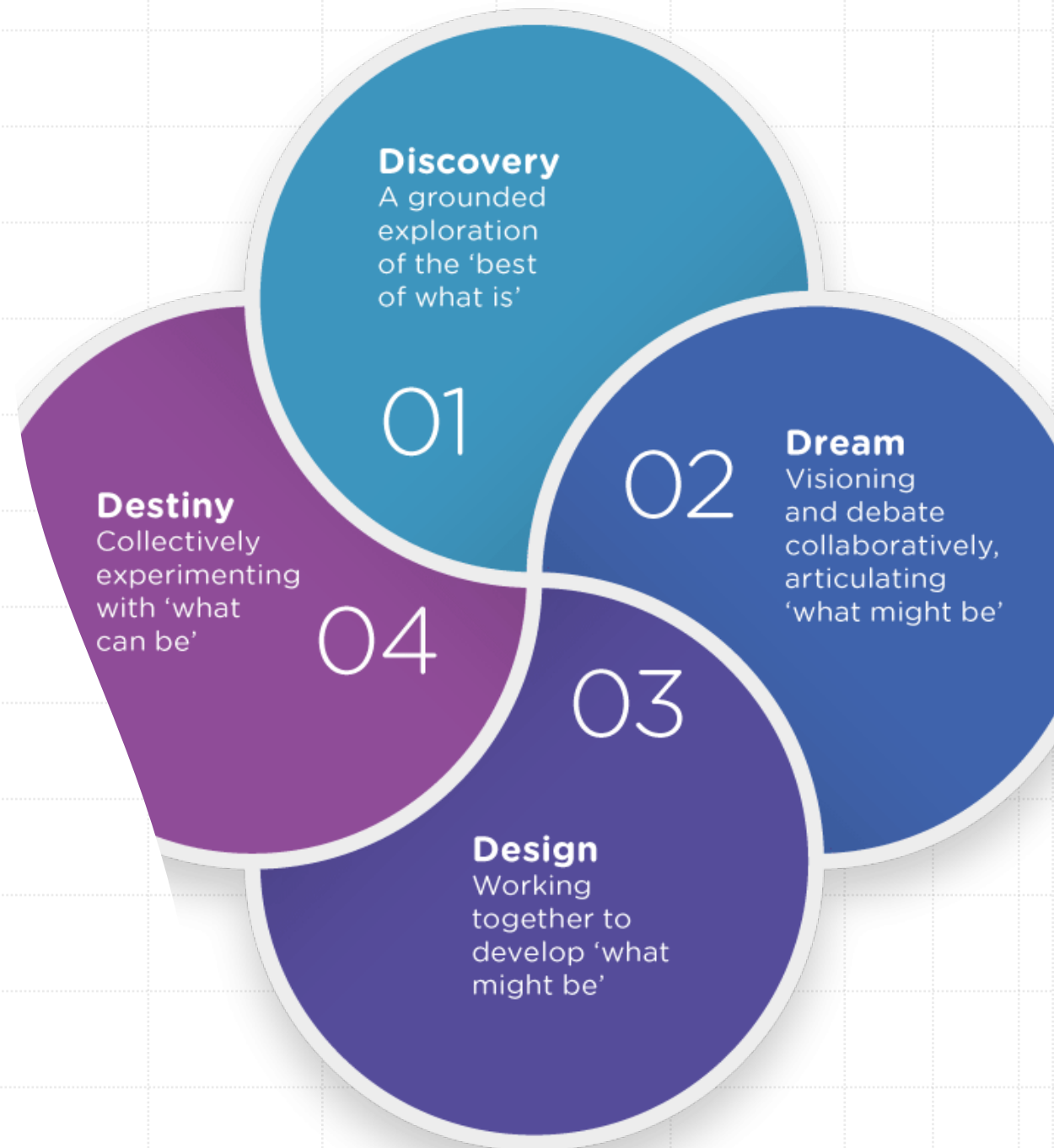


Tools and processes:

- Building community-partnered participatory research over the long term
- Training resources for stakeholders
- Infrastructure and systems to recruit and retain participants from underserved communities
- Removing funding, policy and regulatory barriers to inclusion

Real-world examples of EDI: The role of VCSE in Diabetes Management

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





Top tips



- Educate yourself about EDI (see resources at the end)
- Develop EDI literacy in your team
- Define your goal(s) for EDI in relevant to project
- Embrace inclusive language from the start – proposal to impact material
- Develop a diverse team – discipline, gender, career stage, ethnicity, etc.
- Adopt creative and participatory methods, where relevant, i.e., co-creation, co-production, co-design etc.

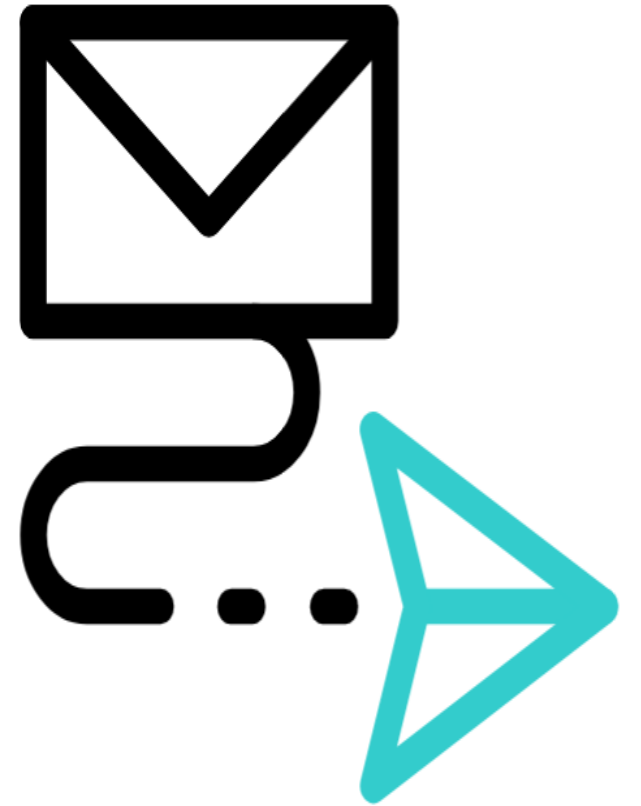


Takeaway message

EDI is an essential aspect of the research process for:

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

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





Final thoughts

- It is neither a tick-box nor a head count exercise but about genuine inclusion and representation.
- Remember, EDI is not only about ethnic minorities but covers any other underrepresented or marginalised groups, i.e., LGBTQI+, disabilities, etc.

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
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

- 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
- <https://www.nihr.ac.uk/documents/improving-inclusion-of-under-served-groups-in-clinical-research-guidance-from-include-project/25435>