Introduction

Jim Smith
Tough problems don’t get solved by monolithic thinking. Collaboration is key to scientific progress and that needs true inclusion of great diversity

Patrick Vallance FRS FMedSci
UK Government’s Chief Scientific Adviser and Head of the Government’s Office for Science
Previously GSK’s President of Research and Development
Equality, Diversity & Inclusion in Science and Health Symposium 2017
Opportunities for improvement

15% of SET management roles are filled by women

Less than 2% of all UK professors are black women

Just one pharmaceutical company in the Stonewall top 100 employer index

44% of UK-born Nobel-prizewinning scientists had gone to fee-paying schools

There is a large male bias in most biomedical research involving the use of animals

80% of individuals included in GWAS studies are of Western European descent

Science communication underserves and misrepresents those from low income and minority ethnic backgrounds

Only 15% of scientists come from working-class households
“I found pulsars because I was a minority person and feeling a bit overawed at Cambridge. I was both female but also from the north-west of the country and I think everybody else around me was southern English... So I have this hunch that minority folk bring a fresh angle on things and that is often a very productive thing. In general, a lot of breakthroughs come from left field.”

Jocelyn Bell Burnell DBE FRS FRSE FRAS FInstP
EDIS - The story so far

September 2017: EDIS symposium

March 2018: First EDIS interim board meeting. Agreed founding document, scope and principles

May 2018: Second EDIS interim board meeting. Workshop to develop theory of change to inform strategy

July 2018: Third EDIS interim board meeting. Agreed upon opening out membership and first actions

September 2018: Open EDIS meeting to recruit additional partners
What’s the change we want to see?

Vision

For everyone to have equal opportunities and access to a successful career within Science or Health, its research and its outcomes.

Mission

EDIS will build a powerful, connected and coordinated movement to advance equality, diversity and inclusion in Science and Health.

Impact

Equal and better health outcomes.
EDIS Development

Scoping:
- Need
- Want
- Strategy
- Business Model
Launch EDIS

1

Recruit members
- Collaborate & share

Research report output

Future

Cycle of research and advocacy for evidence-based policy change and interventions
EDIS is a cross-sector coalition
Call for members

• EDIS aims to become an independent charity
• EDIS needs members and funders
• EDIS is a ‘start-up’; we will need seed funding, organisations willing to invest who see the potential
• Varying sizes of organisations will mean varying resources that can be invested – talk to us about what is possible
• £300k will cover staff, research, events, grant(s), engagement and outreach activities for year one
Wellcome’s position

• Wellcome is committed to investing £150,000 for EDIS for the next year
• Diversity and Inclusion is a key strategic priority for Wellcome
• Our activities aim for sustainable change
• We are focusing on: removing barriers that people face at Wellcome and in the science and research field; incentivising leadership in diversity and inclusion at all levels
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<th>Benefits</th>
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<td>Combine its resources to scale up successful initiatives</td>
<td>Have access to a greater collective influencing power</td>
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<td>Show a public, collaborative commitment to improving the diversity and inclusivity of UK Science and Health</td>
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<td>Avoid replication and coordinate sector-wide efforts efficiently</td>
<td>Contribute to the full picture of diversity and inclusivity in UK Science and Health</td>
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<td>Benefit from the network’s shared expertise, research and experience</td>
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@edisgroup
www.edisgroup.org
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Strategy
Liz Burton
Strategy

- Prioritise
- Connect
- Culture, Research, Reach

Short Term

Long Term (to be developed)
Short-term aims

Prioritise and Connect
Prioritise: We will make Equality, Diversity and Inclusion a priority in science and health

Key deliverables

• EDIS will draw together the evidence for the business case for equality, diversity and inclusion specific to science and health

• A prerequisite of joining EDIS will be to provide a named senior sponsor creating a powerful collaborative voice influencing change in organisations and across the sector.
**Connect:** We will connect organisations in the sector to create a movement for change

**Key deliverables**

- As a membership organisation EDIS will connect organisations within science and health to foster cross-sector collaboration and share best practice.

- EDIS will also begin to develop the infrastructure needed to aid data-sharing and coordinate interventions and evidence-based research.
Expression of interest

• Senior sponsor
• Financial contribution
• Commitment to change
• Share knowledge
• Use of brand
Development of long term strategy

Lilian Hunt
Vision: For everyone to have equal opportunities and access to a successful career within Science or Health, its research and its outcomes.
What are the **questions** you want answered through EDIS?

What are the **activities** you need to see delivered by EDIS?
Methods

- Contact
- Awareness
- Understanding
- Positive Perception
- Experimentation
- Adoption
- Institutionalisation
- Internalisation

Degree of support for the change vs. Time

Tipping point
Activities

Website
- Online presence to share best practice

Social Media
- Sharing of best practice, knowledge and creates interaction

Events
- Conferences or symposia to share current research, best practice
- Workshops to develop new ideas

Research
- Funding new research to fill knowledge gaps, and detail evidence driven actionable outcomes

Campaign
- Advocate for changes in policy, practice, increase awareness of key issues
Next Steps

• Expressions of interest
• Board representation
• Long term governance

• Contact l.hunt@edisgroup.org to share case studies
• Knowledge sharing and long term strategy events