EDIS Information for Prospective Members

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# What is EDIS (Equality, Diversity and Inclusion in Science and Health)?

[EDIS](http://www.edisgroup.org) is a **coalition of organisations** working within the science and health research sector committed to improving equality, diversity, and inclusion. We currently operate as a collaborative network supported through financial and people resource from Wellcome Trust (as host organisation) and member contributions with plans to spin out of Wellcome in 2023.

EDIS was founded by the Francis Crick Institute, Wellcome Trust and GlaxoSmithKline. Our coalition has now grown with more industry partners, charities, societies, research institutes and other academic institutions. You can [read more about our history](https://edisgroup.org/about-us/history/) on our website. This cross-sector collaboration is core to our mission. Improving equality, diversity and inclusion benefits the whole science and health research sector. EDIS offers a way to collaborate across the sector, using evidence-driven action to drive positive change.

# What do we do?

EDIS delivers networking, collaborations, thought leadership, knowledge sharing, learning opportunities and events. EDIS uses the input from members and new research to influence the direction of EDI strategies and activities across the life science and health research sector including consultation responses and recommendations.

## Our Vision

**‘For everyone to have equal opportunities and access to a successful career within science and health, its research and its outcomes.’**

We use the breadth of EDIS members to coordinate action across the science and health research system in multiple ways towards this common vision, creating greater waves of change than acting alone. Our theory of change has been developed to help guide our actions and with an understanding that systemic change is needed. The three themes outlined below interact in a complex system and no single action will improve EDI in all, but a collective multifaceted approach is required.

1. Our vision is dependent on three interlinked long-term outcomes:

## Desired Impact

**‘Equal and better science and health outcomes’**

We fundamentally believe that improving equality, diversity and inclusion across the biomedical, life sciences and health research cycle is both a moral imperative and essential to human health.

Science and health research serve the whole population and should be held accountable to improving the health of the whole population. However, many health inequalities exist. By improving equality, diversity and inclusion in line with our vision, we believe the sector can improve health equity and its own culture.

## Our Mission

**‘EDIS will build a powerful, connected and coordinated movement to advance equality, diversity and inclusion in science and health research’**

Now, with an increasingly wide-ranging [membership of 21 organisations](https://edisgroup.org/about-us/member-organisations/) and growing, EDIS will continue to draw together organisations from across science and health research to develop a coalition with power to influence, learn and drive evidence-based change.

# Our Goals

As a coalition we set common goals and themes of work to focus on to create larger waves of change across the sector. For 2020/21 we’ve focused on ‘inclusive conferences & events’ and ‘inclusive research & experimental design’.

## Why these goals?

We have chosen 2 shorter-term goals that will feed into our overall vision that our membership is well-placed to influence. Thanks to the wide-ranging nature of our members, if each takes steps towards common goals in different ways then we are more likely to make a greater impact across the whole science and health research system.

## Inclusive conferences & events

<https://edisgroup.org/our-goals/inclusive-conferences-and-events/>

Conference and events are important moments for career progression, sharing research, collaborations and more. Therefore, it’s essential that we reduce barriers to attending and contributing, making these key moments inclusive. Representation also matters, and events are an important way to showcase role models and the diversity of people working in science and health research.

EDIS and its members have committed to improving how we run conferences and events through an equality, diversity and inclusion lens. We will collaborate to share good practice and work to create a wider cultural shift in the sector’s approach to conferences and events.

## Inclusive research and experimental design

<https://edisgroup.org/our-goals/inclusive-research-and-experimental-design/>

Research to improve human health should aim to create equal and better health outcomes, from basic biomedical research through to clinical trials. How research is prioritised, designed and conducted can impact who it can benefit. Increasing the diversity of people involved in the research cycle and the inclusivity of research design can help tackle health inequalities and improve the quality of research.

EDIS wants to take a whole systems approach to work towards this goal. Research is conducted as part of a wider system with many moving parts. Who does research and who is involved in the research process can influence how inclusive research is and vice versa.

# Our Structure

EDIS sits within the Wellcome Culture, Equity, Diversity and Inclusion (CEDI) team with the CEDI Associate Director acting as Interim EDIS Director. Currently, there is one full time employee (Dr Lilian Hunt, EDIS Lead) dedicated to managing and developing the coalition however the team behind EDIS will soon grow (EDIS Business Development Manager and EDIS Communications and Administration Officer roles). We also work closely with the EDI lead employees of each member organisation to support our work.

Wellcomeacts as the host organisation of EDIS for the development phase prior to EDIS’s registration as an independent entity. Member organisations form the coalition by agreeing to the shared [terms of reference](https://edisgroup.org/wp-content/uploads/2021/01/EDIS-Coalition-Governance-v4.pdf) and contributing a membership fee each year.

We have a Development Board consisting of 5 elected individuals, with up to 3 more roles to fill, that will help EDIS develop as a coalition and entity.

EDIS forms part of the Wellcome [CEDI Strategy](https://wellcome.org/what-we-do/our-work/diversity-and-inclusion/strategy#3.-inclusive-research-design-and-practice--d783), specifically contributing to Goal 3: Inclusive Research Design and Practice: By 2031, all Wellcome-funded research will be inclusive in both design and practice, to help drive better science and more equitable health solutions.

By 2026 Wellcome wants the [Equality, Diversity and Inclusion in Science and Health](https://edisgroup.org/) (EDIS) collaboration to be growing and leading to more inclusive design across the science and health research sector, as a step towards greater equity and better health outcomes in the longer-term.

To achieve this, by 2023 we will have established EDIS as a registered membership body, enabling knowledge-sharing on diversity and inclusion best practice across the science and health sectors.

## Current members

As of November 2021: <https://edisgroup.org/about-us/member-organisations/>

## Our Development Board

Our initial [5 Development Board members](https://edisgroup.org/about-us/governance/) were elected in May 2020 to help govern EDIS while it is hosted within Wellcome. We have an additional 3 spaces available on the Development Board and are currently working through an inclusive approach to co-opting individuals into these roles, specifically focusing on missing diversity, expertise through experience, and skills needed to deliver our next strategic phase. Our current development board members are:

1. Rachael Gooberman-Hill, Professor of Health and Anthropology and Director of the Elizabeth Blackwell Institute for Health Research at the University of Bristol (representative with research experience)
2. Emma Hassard, Senior Management Accountant at the Cabinet Office (representative with financial skills and experience)
3. Sapna Marwaha, Senior Legal Council at LifeArc and Deputy Chair of ARMA (representative with governance and legal skills and experience)
4. Jim Smith, Group Leader at The Francis Crick Institute and Secretary of The Zoological Society of London (representative from host organisation, has since left but will remain on Development Board)
5. Anna Zecharia Director of Policy & Public Affairs at British Pharmacological Society (strategy development skills and experience)

### Development Board responsibilities

* To oversee budget and resources
* To set broad strategies, objectives, policies and direction of EDIS
* To govern the progress of EDIS against its objectives and report this back to the member organisations
* To oversee the Secretariat
* As required, to create and manage an effective system of working groups, their structure, membership and authority to ensure that the work of EDIS Members is complementary with each other and with the secretariat

# Membership

EDIS invites membership from organisations that meet the following criterion:

Be active in the area of science or health research or a closely related field or be an institution or organisation active in supporting the objectives of EDIS.

Membership fees are set according to the number of employees an organisation has and paid annually. All prospective Memberships are reviewed by the Development Board who will decide on whether to accept the prospective member's request informed by a due diligence process performed by EDIS staff.

[To submit a membership application please fill in this online form (opens a Microsoft Forms link in your browser).](https://forms.office.com/Pages/ResponsePage.aspx?id=Wmd6O8gfg0mhAMxSt2R3N2DqDz3FpMhFmSboq0XS77BUOUxYRVNLSkVMQkVFVEJQUzhJVTdBWFNaSi4u) If you have any difficulties accessing this form please contact Lilian Hunt, EDIS Lead at l.hunt@edisgroup.org for an offline version.

## Member benefits

## Role of Members

* Members are encouraged to play an advisory role in helping to influence and shape the strategic direction of EDIS
* The Development Board will ordinarily seek the views and advice from Members to help inform decision making
* In coordination with the Members, the Development Board may establish Members' working groups in which specific strategic matters can be discussed or developed, in order to feed into decision making.

## Members’ Meetings

* Members' meeting will ordinarily be held quarterly, with reasonable notice being provided to ensure as wide an attendance as possible.
* All Members will be invited to the meeting, and their nominated representative should make all reasonable efforts to attend. If they are not able to attend, it is permitted for a delegate to attend in their place.
* Other stakeholders may be invited to Members' Meetings at the discretion of the Development Board (in discussion with the Secretariat).
* Minutes and all other outputs from each meeting will be shared electronically with all Members.

## Member commitments:

1. To nominate a named sponsor with sufficient seniority for EDIS within their organisation, with the clear ability to advocate for change at a decision-making level within their organisation. This individual will be identified on the EDIS website and is expected to make reasonable efforts to attend members’ meetings.
2. To pay membership (and any other) fees due to in a timely manner to EDIS.
3. To make an explicit and visible commitment to change where necessary, both internally and as part of the broader science and health research field, to help achieve the aims and objectives of EDIS.
4. To report annually to EDIS on progress made against delivering on its commitments in a manner agreed upon by the members and Development Board in advance.
5. To participate fully in EDIS, including to share knowledge, lessons learned and best practices with EDIS and with other member organisations.

### Members are also strongly encouraged to:

1. Allow the use of the member’s brand (including name and logo) on the EDIS website and social media.
2. Link to the EDIS website from (and include the EDIS logo on) their organisation's website
3. Actively contribute to EDIS activities and communications by sharing new ideas, data, best practices and other important and relevant news related to the work of EDIS.
4. Consider making financial contributions to EDIS in addition to the required membership fee, in support of specific projects and/or to help EDIS to better achieve its mission whilst being financially sustainable.
5. Promote the work of EDIS widely

### Accountability for delivering on membership commitments

1. Members agree to be held accountable to the member commitments set out above, on the basis that a continued failure to meet these commitments may ultimately result in membership being terminated by the Development Board.
2. If a member does not fulfil its membership commitments, the Development Board will ask that member to explain why and to agree a time-bound action plan to remedy the situation constructively.
3. If the member organisation cannot or will not agree to the action plan, or if it does not remedy the situation by delivering upon the agreed action plan, the Development Board may (at its discretion) terminate the member’s membership with immediate effect, and with no refund of membership fees already paid. Prior to exercising this discretion, the Development Board would ordinarily seek to engage further with the member organisation to understand the nature of the problem and if there are any alternative solutions.

### Membership fees

Membership fees are set according to the number of employees an organisation has, as detailed below:
0-10: £500+
11-20: £1,000+
21-50: £1,500+
50-500: £2,000+
501-1000: £2,500+
1000+: £5,000+

Where the member organisation doesn’t have any directly employed staff, or the number of employees it directly has does not reflect the true scale of the organisation, the Development Board has discretion to impose an alternative membership fee on that organisation that it reasonably considers to be more appropriate in the circumstances. The Development Board may, at its discretion, allow individual members to contribute agreed in kind services in lieu of the required membership fee. membership fees shall instead refer to the timely contribution of the agreed in-kind services.

# 2021 in review

A full end of year review for 2021 for EDIS and its members will be published in Q1 of 2022. You can also [read our past summaries from our mailing list online](https://us17.campaign-archive.com/home/?u=4d7d912ec1321bf95adb0e9d9&id=484e3c053f). A summary of activities in 2021 is shared below

Members’ meetings topic summaries:

* All Party Parliamentary Group on Diversity in STEM – Equity in the STEM workforce EDIS submission. Led to being listed as a case study of good practice for cross-sector collaboration.
* Diversity data and inclusion surveys – how to increase engagement and response rates. Discussion led to new resource created: <https://edisgroup.org/wp-content/uploads/2021/05/Diversity-data-collection-engagement-tips-V1-1.pdf>
* Global review of sex, gender and/or diversity analysis (SG&DA) in research policies of major public granting agencies. Read the preprint available online on Open Science Framework server: <https://osf.io/3agxf/>
* EDI strategy sharing session from ELRIG and Academy of Medical Sciences
* Members updates on their EDI work to foster collaboration and learning – created new spaces for discussion in slack workspace, answered members questions and shared recent resources
* EDIS and members fed into Department for Health and Social Care Women’s Health Strategy consultation
* National Association of Disabled Staff Networks (NADSN) STEM working group on anti-ableism position, policy recommendations and actions to improve accessibility
* EDIS members discussed and agreed collective approach to the BEIS People and Culture Strategy

Training:

* [Race reflections beyond bias](https://racereflections.co.uk/events/beyond-bias-training-for-organisations/) training for members (3 cohorts)
* [NIHR INCLUDE training](https://edisgroup.org/free-training-opportunity-introducing-nihr-includes-new-online-course/) opportunity

Special interest meetings:

* Reverse-diverse mentoring
* Wellcome’s anti-racist principles and toolkit