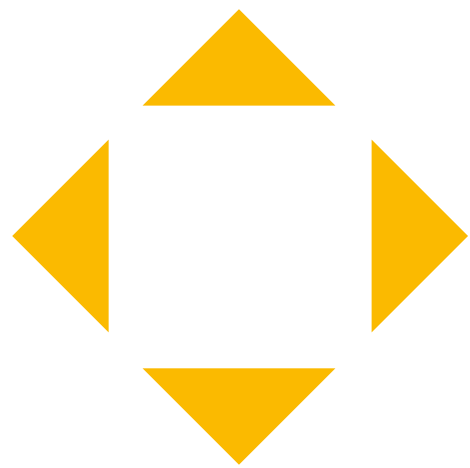


Equality, Diversity
and Inclusion in
Science and Health

Symposium 2023



Inclusive Leadership
26th September

edisgroup.org

 [@edisgroup](https://twitter.com/edisgroup)
[#EDIS2023](https://twitter.com/edisgroup)

Introduction

Welcome to the **EDIS Symposium 2023 on Inclusive Leadership.**

Science and health research – and its benefits – should be for everyone. This Symposium will critically consider current leadership practices in science and health, what radically inclusive leadership can be, and how we can get there.

About EDIS

Currently incubated as part of Wellcome, EDIS is a coalition of organisations collectively advancing equality, diversity and inclusion in science and health research.

Our vision

To build a diverse, equitable and inclusive science and health research sector. To transform how research is done, who is involved, and who benefits from its outcomes.

Our mission

We use the strength of our coalition to advance positive change in science and health research. We do this by driving collaboration and sharing learning between our members, our partners, and our community.

Our purpose

Our purpose is to transform the exclusionary cultures, values, systems and structures in science and health research. We believe that science and health research – and its benefits – should be for everyone.

Challenging these inequalities requires a powerful movement with a social justice approach: the same systems that cause inequality in society are perpetuated in science and health research.

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Agenda

9.00 - 10.00

In-person registration and refreshments

10.00 - 10.25

Welcome

10.25-11.15

Keynote address –
Stephani Hatch

11:15 - 11:35

Break

11.35 - 12:20

Inclusive Leadership in Research
Panel – Abi Deivanayagam, Michelle
Ross, Dan Goodley, Hamied Haroon,
Babitha George

12:20 - 12:50

Leadership in Organisations and
Institutions Lightning Talks – Kamara
Venner and Tammy Palmer

12:50 - 14:00

Lunch

14:00 - 14:50

Keynote address –
Tomi Akingbade

14:50 - 15:00

Break

15:00 - 15:45

Representative Leadership: Exploring
Pathways to Change Panel – Sara
Rankin, Sigourney Bonner, Faith
Uwadiae and Joanna Whiteman

15:45 - 16:00

Close

16:00 - 17:00

In-person non-alcoholic drinks
reception

Code of Conduct & Inclusion Statement

Ethos

This Code of Conduct aims to ensure that everyone can enjoy and contribute to the EDIS 2023 Symposium.

Our vision is to build a diverse, equitable and inclusive science and health research sector and to transform how research is done, who is involved, and who benefits from its outcomes. To do this, we must ensure that EDIS events are safe from harassment and discrimination. We hope you will join us in creating a safe, respectful and joyful space to explore inclusive leadership.

Code of Conduct

The EDIS Symposium is dedicated to providing a harassment-free experience for everyone, regardless of protected characteristics protected by the Equality Act or aspects of diversity not currently covered by the Act (e.g., socioeconomic status). We do not accept harassment or intimidation of Symposium delegates, speakers, or staff in any form whether verbal, physical, or written (including on social media or by email). Symposium participants who do not adhere to these rules may be removed from the Symposium at the discretion of the organisers.

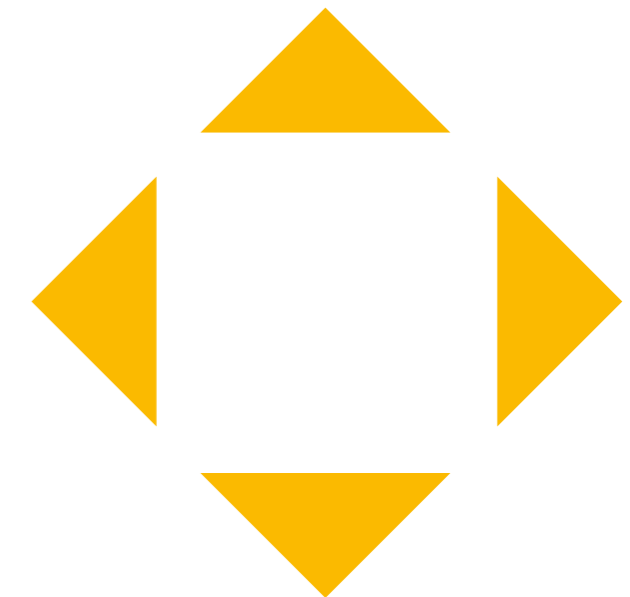
Harassment includes, but is not limited to:

- a. Offensive or unwanted conduct on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation which has the purpose or effect of violating dignity or creating an intimidating, hostile or degrading environment.
- b. Use of sexualised or other inappropriate images or unwelcome sexualised content, inappropriate physical contact, unwelcome sexual attention or stalking.
- c. Sustained interruption of speakers or those asking questions.
- d. Unwanted photography or filming.

Intimidation includes, but is not limited to:

- a. Making threats
- b. Bullying
- c. Personal attacks

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of Symposium staff immediately. Symposium staff can be identified through their EDIS badges. Symposium staff will be happy to help participants contact venue security or local law enforcement, provide escorts, or otherwise assist those experiencing harassment or intimidation to feel safe at the event. The Symposium organisers reserve the right to remove any individual from the event if they break the Code of Conduct. No reimbursement of event or associated costs will be made. We expect participants to follow these rules at all EDIS events and associated activities.



Event-specific inclusion statement for EDIS 2023

EDIS is an inclusive coalition that places equality, diversity, and inclusion at the heart of science and health research. The 2023 EDIS Symposium features discussions around different identities and experiences, and we expect all discussions to remain respectful and evidence-based.

We seek to promote inclusion both through discussions at this Symposium and how this Symposium runs. Inaccurate generalisations and language are unfortunately common research pertaining to gender, race, ethnicity, and disability, as well as other identity-based factors. We request that participants take extra care to ensure they are mindful, specific and accurate in the way aspects of identity and experiences are discussed, including within research results. We also wish to remind participants that the EDIS Symposium is transgender and non-binary inclusive and EDIS will not accept any prejudice towards transgender and non-binary people.

The purpose of this Symposium is to explore and critically consider inclusive leadership in science and health research. EDIS has organised the practical elements of the Symposium with the goal of fostering inclusion and respect. The Symposium organisers welcome any feedback on how we may improve for future events.

Venue Information: Facilities

- Accessible toilets are located both in the gallery space next to the auditorium and in the seminar suite past seminar room 6. A Changing Places toilet is available in King's Cross Railway Station.
- Gender neutral toilets are in the seminar suite space past seminar room 6. These are clearly labelled with the available facilities inside.
- The seminar rooms are being used as a dedicated quiet room, prayer room, and co-working room. The rooms have clearly labelled doors.
- A seating area is available in the back of the gallery space.
- Baby feeding facilities are available – please contact a member of staff for access. Baby changing facilities are in the gallery space by the bathrooms.
- Induction loops are available in the following areas: reception, auditorium and seminar rooms. You will need to switch your hearing aid to the "T" position. In addition, we ask all speakers and any questions from the audience to use the microphones.
- Assistance dogs are welcome. Please remember to not distract or pet an assistance dog as they are there to assist a disabled person. Handlers of an Assistance Dog: An open green space (Purchase Street Open Space) to the north of the building can be used to exercise and toilet a dog. There are dog waste bins available in the dog exercise area here.
- Building evacuation will be signaled by a continuous alarm. If this is heard, staff will help to escort all attendees out of the building via emergency exits and north to the designated assembly point on Purchase Street Open Space.

If you require a personal emergency evacuation plan (PEEP), please contact us as soon as possible.

Wi-Fi

Free wi-fi is available to visitors via two networks:

- The Cloud Wi-Fi is available to all visitors. To use the Wi-Fi, select the 'Wi-Fi Guest' option and then sign in using the same email and password as you would in a coffee shop.
- The Crick is a registered eduroam institution. It is available for visitors to the building from other academic sites.

How the Symposium will run

- Live captioning is being provided throughout the day.
- British Sign Language interpreters will be interpreting throughout the day.
- If you need a seat reserved for you in the front row, back row, or an aisle seat, please let us know on registration (including wheelchair and mobility aid users due to steps inside the auditorium).
- There will be breaks during the symposium and regular changes of topic. If you need to leave the room for a break at any other time, please do so. Please be considerate of other attendees.
- There will be an opportunity for the audience to ask questions following the keynote presentations and lightning talks. Please raise your hand and wait to be invited to speak. Online attendees can type their questions in the Q&A box on Zoom. We will be drawing from both online and in-person questions.
- Volunteers will be on hand to hold and pass a roaming microphone around members of the audience during question and answer sessions.
- If you do not want your voice to be recorded when asking a question, please alert the staff member with the roaming microphone. They will be able to ask your question for you.

Breaks and Refreshments

- A full allergens list for food is available and clearly marked special dietary request options will be available.
- Straws will be made available for refreshments for those who need them.

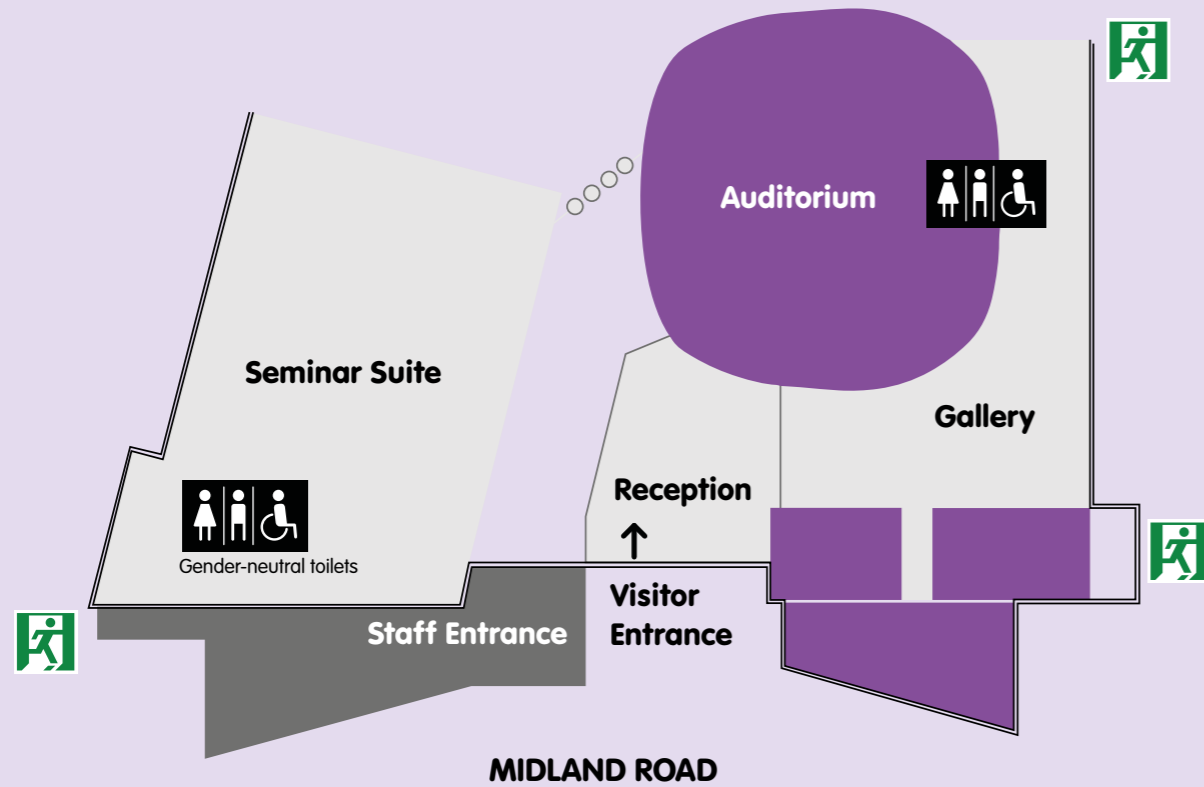
Inclusivity

- If you need any additional help during the event, please ask one of the hosts or volunteers who will do their best to help you. Volunteers will be wearing EDIS badges.
- We will try our best to reduce background noise. We ask attendees to try to reduce distracting noises.
- Mechanisms to reduce sensory issues are totally acceptable. Attendees are requested not to remark on tinted glasses, earplugs/defenders, headphones, or any other aids.
- Silent Clapping: The sound of many people clapping together can be uncomfortable or painful to some autistic people and clapping maybe difficult for some disabled people. For this reason, you are welcome to replace the traditional clap with a wave of the hands. Don't worry if you forget (it takes a bit of practice!), even if a few people clap, the overall noise level will have been reduced.
- Autistic behaviours: Repetitive movements or behaviours, echolalia, distractibility, fidgeting or moving, different conversation skills, avoidance of eye contact, perseveration (obsessiveness), are expected and accepted. Please try to bear in mind the need for speakers / attendees to be heard.

Communication and networking

- Be social media savvy – please check with your colleagues and presenter before posting any images online. Please do not quote any other attendees or share discussions under 'Chatham house' rules.
- If posting pictures of any of our materials on Twitter/X, please ensure you tag these with #EDIS2023 and [@edisgroup](https://twitter.com/edisgroup).
- We warmly invite you to stay for the non-alcoholic drink reception after the talks.

Map



Pride in STEM

Pride in STEM is a charity run by an independent group of LGBTQIA+ scientists & engineers from around the world. Since their inception, Pride in STEM's goal has been to raise the profile of LGBT+ people in science, technology, engineering and maths/medicine (STEM) as well as to highlight the struggles LGBTSTEM people often face. They aim to "queer up science spaces" and to "science up queer spaces". Pride in STEM are one of the organizations that started and spearhead the International Day of LGBTQIA+ people in STEM, which is celebrated annually on November 18. You can find out more about their work on their website prideinstem.org and follow them on [Twitter/X @PrideinSTEM](https://twitter.com/PrideinSTEM)



Black in Cancer

Black in Cancer is an organisation that aims to strengthen the network between Black people in the cancer space whilst highlighting Black excellence in cancer research and medicine. They run a postdoctoral fellowship, mentorship programme, and collaborate with similar networks in other fields such as [@BlackInNeuro](https://twitter.com/BlackInNeuro), [@BlackInMicro](https://twitter.com/BlackInMicro) and [@BlackInChem](https://twitter.com/BlackInChem). You can read more about the opportunities to support and get involved with their network and work on their website blackincancer.com and follow them on [Twitter/X @blackincancer](https://twitter.com/blackincancer).



Community-Led Groups in STEM

We are pleased to highlight some of the community groups that have demonstrated an ongoing commitment to equity, diversity and inclusion in STEM. The community groups listed below have been drawn from suggestions by EDIS members and staff.

Black British Professionals in STEM



BBSTEM is a non-profit organisation campaigning for balance and representation of Black individuals in science, technology, engineering and maths (STEM). BBSTEM aims to encourage, enable, and energise individuals in business, industry, and education to widen participation and contribution of Black individuals in STEM. Their professional network of BBSTEM members aims to inspire the young Black British generation to pursue STEM subjects in university and beyond. Their principal mission is to have Black parity in the UK's STEM workforce, from school to the highest level in industry. You can read more about BBSTEM's work on their website bbstem.co.uk and follow them on [Twitter/X @BB_STEM](https://twitter.com/BB_STEM)

National Association of Disabled Staff Networks



NADSN are a super-network that connects and represents disabled staff networks. They are a collective platform to share experiences and good practice, and to examine challenges and opportunities. NADSN are focused on the tertiary education sector (i.e., universities, colleges, etc.) and are open to any individual and organisation (public, private, social or voluntary) interested in the equality of disabled staff. You can read more about NADSN's work at their website nadsn-uk.org/about/ and follow them on [Twitter/X @nadsn_uk](https://twitter.com/nadsn_uk)

Transgender Professional Association for Transgender Health



The Transgender Professional Association for Transgender Health (TPATH) is the first global transgender healthcare organization headed by trans-identified health care professionals, broadly identified as researchers, clinicians, providers-in-training, activists and other service-oriented experts. TPATH's mission encompasses eight goals that you can read online at tpathhealth.org/about/mission/. These were created collectively through collaboration between current and former TPATH Board members and the TPATH membership.

Afro-Caribbean Commercial Science Network (ACCSN)



The ACCSN is the first professional network dedicated to raising the Black and ethnic representation in the commercial science industry. The ACCSN was formed to support the development of aspiring and current professionals in the industry, make the commercial route more attractive for Black and ethnic minorities, and ultimately raise the representation whilst providing a space through which they can thrive together. The ACCSN works with a diverse pool of aspiring and current professionals, corporate sponsors and educational institutions to bring about this mission. You can read more about the ACCSN's 5 objectives: Educate; Connect; Find Talent; Collaborate & Coordinate; and Influence on their website theacsn.com and follow them on [in LinkedIn linkedin.com/company/afro-caribbean-commercial-science-network/](https://www.linkedin.com/company/afro-caribbean-commercial-science-network/)

Stephani Hatch (she/her)

Professor Stephani Hatch is the Vice Dean for Culture, Diversity & Inclusion and Professor of Sociology and Epidemiology leading the Health Inequalities Research Group at the Institute of Psychiatry, Psychology & Neuroscience, King's College London. Professor Hatch works across sectors to deliver interdisciplinary health inequalities research and action with an emphasis on race at the intersection of other social identities, integrating collaborative approaches to knowledge production, dissemination, action and outreach in training and research through the Health Inequalities Research Network (HERON), since 2010. She leads the Wellcome and ESRC funded [Tackling Inequalities and Discrimination Experiences in Health Services \(TIDES\)](#) study and co-leads the [Health and Social Equity Collective](#) and the Marginalised Communities programme within the [ESRC Centre for Society and Mental Health](#). Professor Hatch holds national and international advisory roles including: member of the MQ Mental Health Sciences Council; the NHS Race and Health Observatory Board (and Co-Chair of the RHO Academic Reference Group); the NHS England and Improvement Advancing Mental Health Equalities Taskforce (Chair, Mental Health Equalities Data Quality and Research Subgroup); and advisor for the NHSE Anti-Racism Project Engagement and Oversight group with the Deputy Chief Nursing Officer for England, Nursing and Midwifery Council and NHS Confederation.



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 🐦 Twitter/X: [@HatchStephani](https://twitter.com/HatchStephani)

Dan Goodley (he/him)

Dan Goodley is Professor of Disability Studies at the University of Sheffield. He is co-director of iHuman; an interdisciplinary institute that explores what it means to be human in the 21st century. Dan has lived with disability in his family and has been fortunate to work with many disabled researchers and disabled people's organisations in his research. He is currently involved with two research projects. The first, entitled Humanising Healthcare and funded by the Economic and Social Research Council, seeks to identify healthcare practices that treat people with learning disabilities with dignity, care, compassion and creativity. This work is being undertaken in co-production with four organisations run by people with learning disabilities (Barod, Speakup Self-advocacy, Disability Sheffield and Sunderland People First), medics and social scientists. The second, Disability Matters funded by a Wellcome Discretionary Award, is a six year programme of research that adopts disability as the driving subject of inquiry to rethink health research across India, Australia, Singapore, Canada and the UK. This programme will work collaboratively with disabled people's organisations and disabled researchers including the National Association of Disabled Staff Networks, UK whose Chair (Dr Hamied Haroon) will be contributing to this panel. You can visit his project websites via [Humanising Healthcare](#) and [Wellcome Disability Matters](#).



Abi Deivanayagam (she/her)

Abi is a doctor, researcher, and campaigner specialising in public health, environmental inequalities, and racial justice. She is an NIHR Academic Clinical Fellow in Public Health, undertaking her specialist training in Liverpool. Her work focuses on the extractive industries that fuel climate breakdown, the public health impacts of policing, and community-led solutions. She is passionate about a public health that is abolitionist, rooted in community-led care, and free from structural state violence. Abi is a co-founder and research lead of the [Envisioning Environmental Equity](#) project – a multi-national platform for environmental and health work that centres young people to anti-discriminatory solutions to climate change. Abi is a member of Race & Health. She is co-founder and organiser of the People's Health Hearing collective, a global platform for testimony, listening, radical reimagining and action, from frontline storytellers of extractivism and climate change. She is an organiser with Health for a Green New deal, a campaign for health workers in the UK mobilising towards a transformative Green New Deal. She grew up in Sri Lanka and the North of England.



Babitha George (she/her)

Babitha George is a Director at Quicksand and she anchors their Bangalore studio practice, leading design research for varied projects over the past 16 years. Her prior work in education prompted her to actively think about non-traditional roles of human-centred design, subsequently leading her to steer several of Quicksand's social innovation projects as well as collaborative facilitation and curation globally. Babitha has anchored several projects in the public health, education and ecology domains, including foundational research, product/service ideation, service design, speculative futures. She is specifically interested in evolving and adapting design methods for research with vulnerable communities in India, to specifically build on participation and co-design in a relevant and thoughtful manner. She is also one of the co-founders of UnBox, where she leads on networks bringing together efforts around social change, art & culture, thoughtful design and open research. She is also on the Advisory Board of the Victor Papanek Foundation and was featured in the British Council's 'Blurring the Lines' exhibition in London, as one of sixteen people from around the world who are reinventing creative exploration and participation in their respective communities. She is a member of the Mozilla Foundation's first cohort of 'Network50', for outstanding work in Internet health.

Michelle Ross (she/they)

Michelle is founder of CliniQ and Director of Holistic Wellbeing Services for trans and non-binary people cliniq.org.uk. A BACP Accredited psychotherapist and Supervisor with 35 years' experience as a therapist. She has been involved with Sexual Health, HIV & Holistic Wellbeing since 1988.. Michelle convenes CliniQ's nine National conferences. She has presented at three International AIDS Conferences; Durban South Africa 2016, Amsterdam 2018 and On-line IAS 2020. Michelle presented at two EACS, European AIDS Conferences, and British HIV / AIDS (BHIVA) and British Association of Sexual Health & HIV (BASHH) Conferences. She worked in Bangkok 2016 for a week working on an international project TransIT a trans Information book on developing holistic services for trans people globally. Michelle works internationally representing CliniQ and is a director at IRGT a global network of trans women responding to HIV. And she was awarded a Life Time Achievement in HIV and Sexual Health and Wellbeing. irgt.org/irgt-governance/



Hamied Haroon (he/him)

Dr Hamied Haroon is a newly-promoted Research Fellow in Quantitative Biomedical Magnetic Resonance Imaging at [The University of Manchester \(UoM\)](#). Hamied is a proud life-long Disabled person, Mancunian, husband and father of two. Apart from his "day job", he is Chair of the [National Association of Disabled Staff Network \(NADSN\)](#), a super-network that connects and represents Disabled staff networks (DSNs) in universities and colleges, NHS Trusts, and other sectors across the UK and beyond, building an active community of impassioned Disabled people. NADSN was founded by Hamied at the award-winning "What Are We Hiding?" national conference for Disabled staff on 6th June 2014, which he co-organised as Co-Chair of UoM's DSN, focussing on the "hidden" contribution of Disabled people to the economy and society. The Royal Society highlighted the profiles of a selection of past and present Disabled scientists to celebrate the International Day of Disabled People in 2019, which included Hamied. As 2021 began, Hamied was co-opted onto [The Royal Society's Diversity Committee](#), and featured in a new children's book called "Superhero Scientists"! He delivered the Annual Disability Lecture at the [University of Cambridge](#) in 2018 and the [University of Oxford](#) in 2021. Hamied was named as the [Section President for Physics & Astronomy](#) at the [British Science Festival 2023](#). He is beyond excited to be leading NADSN's role in the major new Wellcome-funded "Disability Matters" project, working with the esteemed Professor Dan Goodley as PI, a co-member of this panel!



Kamara Venner (she/they)

Kamara joined their first project focusing on Decolonising Biological Sciences at the University of Bristol as a student curriculum developer during the summer of 2021. Their research focused on addressing teaching content as the foundation of education to identify if there were any biases towards certain groups of individuals. They also conducted research, surveys, and focus groups to understand the views of staff and students regarding decolonization, eurocentrism, inclusivity, and diversity at Life Sciences. Kamara continued to the Student Decolonising Partners Project at the University of Bristol at the start of 2022, designing the Diversifying and Decolonising Biological Sciences Blackboard space, a virtual space that has an active discussion board, contains a variety of resources accessible to all and a Manifesto in the Making. They are currently supervising the Diversifying and Decolonising of the Curriculum at the University of Bristol. This project aims to create a Demographic of Researchers, to express the biases within our teaching content with language understood by academics, and to explore new ways of sharing knowledge outside of the colonial-influenced approach. The motivation fuelling their work comes from the desire to live in a world where they and others like them can feel safe, seen, and valued.



Sigourney Bonner (she/her)

Sigourney is a final-year PhD student at the Cancer Research UK Cambridge Institute at the University of Cambridge. Her PhD is funded by Cancer Research UK and focusses on developing novel models and therapeutics for a rare paediatric brain tumour, with the long-term goal of using this knowledge to create new therapies for children who currently have little to no treatment options beyond surgery and radiation. Alongside her PhD, Sigourney is a co-founder and the CEO of Black in Cancer, an organisation that aims to empower and encourage future Black Cancer leaders whilst reducing cancer disparities through education and advocacy. She was also named as a Forbes 30 under 30 honouree in 2021 for her work.



Tammy Palmer (she/her)



Tammy has dedicated her career to working in the voluntary sector and has worked as HDR UKs Head of People for the last 3 years following an established career as Head of People Development with Age UK, she also spent 4 years as an elected Cllr in Haringey working on the children and families brief, and also stood as a General Election candidate in 2019.

Having grown up living in foster care, she was routinely told from a young age that “children like you don’t succeed”. This made her determined to challenge and change social inequality

Tammy has set up a number of programmes within her professional career to focus on ensuring that young people from underrepresented communities have access to and opportunity to meaningful work experience to start a career within the Not-for-Profit Sector and more recently in STEM roles. Tammy set up the first HDR UK Black Intern Programme in 2020 and has introduced a number of new diversity initiatives for HDR UK. Tammy also speaks on issues around Diversity, Inclusion & Equity at a wide range of public events and training events for the NHS and a number of other organisations.



Faith Uwadiae (she/her)

Faith Uwadiae is a Research Culture & Communities Specialist at the Wellcome Trust. Her work involves changing how Wellcome incentivises research to create more positive and inclusive research cultures, enabling everyone in research to reach their fullest potential, work collaboratively and push boundaries. Before joining Wellcome, Faith was a postdoctoral research Fellow at the Francis Crick Institute. Her research was within the field of immunology and focused on understanding the link between malaria and a type of cancer called Burkitt’s Lymphoma. She started her scientific career by pursuing a BSc in Biochemistry at King’s College London before undertaking a MRes in Biomedical Research and a PhD in Immunology, both at Imperial College London. Faith is a keen cyclist in her spare time and is part of a team of women running a cycle club called Black Women on Wheels (BWOW), which works to get more Black women cycling.

Sara Rankin (she/her)

Professor Sara Rankin FRSB has a first-class honours degree and PhD in Pharmacology from Kings College London. Having undertaken postdoctoral work at UCSD and CRUK she joined Imperial College London in 1995 where she is now Professor of Leukocyte and Stem Cell Biology. She is currently working in the field of Regenerative Pharmacology.

Throughout her Scientific career she has been committed to societal engagement and promoting diversity and inclusion in STEM. She has won awards for Leadership, Collaboration and Innovation in Societal Engagement and has worked collaboratively on projects ranging from science pop-up shops, to the first National Black Graduates Career Conference.

Prof Rankin is dyslexic and dyspraxic and her most recent work, supported by RSB, RSC and BPS seeks to promote neuroinclusion in STEM education and careers.



cacti.org.uk

Tomi Akingbade (she/her)

Tomi Akingbade is a PhD student at the University of Cambridge investigating inflammation in neurodegenerative diseases, and the Founder of the Black Women in Science (BWIS) Network. During her undergraduate degree, her passion for equity and representation in the scientific industry led her to create BWIS Network. Since its launch, BWIS Network has grown to be a safe space for Black women in Science; a global platform providing networking and career opportunities; as well as a contributing voice to legislative movements towards equity in the Sciences.

Tomi speaks regularly to institutes and organisations about the realities of a young Black scientist leading an equity-driven organisation. She has contributed to the APPG on Equity in the STEM Workforce and serves as part of the advisory board for the Sanger Excellence Fellowship and the MRC ‘Black in Biomedical Research’ Advisory Group. Tomi looks forward to continuing her work with the growing BWIS Network and contributing to a better Science community. You can contact Tomi via her personal social on Instagram [TomiAndTheBrain](https://www.instagram.com/TomiAndTheBrain), Twitter/X [@TomiAkingbade](https://twitter.com/TomiAkingbade), and in [TomiAkingbade1](https://www.linkedin.com/company/TomiAkingbade1). You can find out more about the BWIS Network on their website bwisnetwork.co.uk, Instagram [BWISNetwork](https://www.instagram.com/BWISNetwork), Twitter/X [@BWISNetwork](https://twitter.com/BWISNetwork) in LinkedIn [BWISNetwork](https://www.linkedin.com/company/BWISNetwork).



Joanna Whiteman (she/her)

Joanna is the Head of Diversity and Inclusion at the Royal Academy of Engineering and leads on the Academy’s work to accelerate diversity and inclusion throughout engineering. She and her team work with engineering companies, academic institutions and professional bodies, providing evidence-based programming and rigorous research to support them on their inclusion journeys and enable their good practices to reach the wider sector. Joanna was involved in the scoping and design of the Academy’s Inclusive Leadership Programme which was launched to Industry in July 2023 and is passionate about the potential of good leadership to transform culture and outcomes to be more inclusive.

Joanna began her career as an employment lawyer, advising companies across the UK as they sought to comply with the Equality Act 2010. She then moved into the charitable sector and, as Head of Litigation and then Co-director at the Equal Rights Trust, she supported global partners to use the law to advance equality.

Joanna has advised, trained and guided hundreds of organisations as they embed inclusive practices in their own work and continue their work advocating on behalf of underrepresented communities. Joanna has also worked closely with organisations on developing equality policies and advocating for relevant legal reform at the national and international level.

Inclusive Leadership Resources

- What it means to practise values-based research (Interview) S. Raman & M. Liboiron, Nature. 2023
- Inclusion: The DNA of Leadership and Change (Report) R. Bolden, A. Adelaine, s. Warren, A. Gulati, H. Conley, & C. Jarvis. 2019
- Culturally Relevant and Anti-Racist Leadership (Podcast) V. Shah, M. Wilson, N. Hindy, S. Martin, K. Murray, R. San Vicente, A. Te. 2021
- Critical Leadership Studies: A Response to Learmonth and Morrell (Paper) D. Collinson. 2011
- Inclusive Leadership Programme (Website) Royal Academy of Engineering. Ongoing
- Dismantling Ableism Across Academic Spaces and Hierarchies (Video) M. Remi Yergeau, D. Porter, T. Tinkle, A. Stern, & R. Queen. 2023
- Leadership for Social Justice through the Lens of Self-Identified, Racially and Other-Privileged Leaders (Paper) V. Shah. 2018

Strategic Goals

Goal 1

Inclusive leadership is collaboratively defined and practised across the science and health research sector. Inclusive leadership is rewarded, and positive change is seen in organisational cultures and career paths.

Goal 2

A shared definition of inclusive research is developed and members are equipped to embed inclusive research principles into their work. Inclusive research is understood and practised across the science and health research sector.

Goal 3

Equality, diversity, and inclusion is embedded as an integral part of the science and health research sector. Progress is sustained through continuous policy work and collective action.

Goal 4 (Operational)

EDIS is a sustainable and independent membership organisation that leads by example on emerging equality, diversity, and inclusion practice.

Members



Symposium 2023

