

## **EDIS Request for Proposals for a Monitoring, Evaluation & Learning Partner Appendix – description of the three workstreams/ our agreed deliverables**

### **Embedding EDI**

We will leverage the British Science Association's (BSA) parliamentary and advocacy expertise to establish EDIS as a strong and united sector voice. We will cultivate national and regional political engagement through briefings, evidence submissions, commissioned reports, stakeholder events and roundtables to disseminate best-practice, alongside targeted campaigns to drive legislative change.

This work will be particularly enhanced through the All-Party Parliamentary Group (APPG) on Diversity & Inclusion in STEM (BSA has provided the secretariat for the APPG since its foundation in 2018). 2 EDIS - Full proposal for discretionary award - August 2025 As well as ensuring EDI remains a parliamentary and government priority, we will draw upon evidence from our reports and wider activities to strengthen the case for support to influence other stakeholders such as research funders and equip members to advocate effectively for EDI within their organisations.

Drawing on the BSA's communications and engagement capabilities, we will maximise the reach and impact of the EDIS website (potentially introducing a new website over the grant period), provide regular newsletters, social media and blog content, and launch a vibrant programme of events, including the return of EDIS's biennial symposium.

### **Inclusive Leadership**

Building on EDIS's achievements, we will establish a community of practice on inclusive leadership, developing shared definitions and principles, and identifying context-specific needs in recognition that for leadership development to be most effective, it must be tailored to different career trajectories and career stages. We will review how members enable, incentivise, normalise and recognise inclusive leadership and make recommendations for aligned practices by members.

Based on the findings of this work we will introduce a framework that can be adapted to the specific needs of member organisations and look to develop an inclusive leadership award to recognise organisational achievements. We will develop training and resources and offer platforms for sharing expertise, potentially opening leadership programmes and related initiatives from the Crick and/or other members to external audiences.

The EDIS website will serve as a key platform for sharing leader profiles, ideas and resources. Working with and beyond the coalition we will where possible work alongside

other aligned initiatives including Wellcome's Leadership and Training for CDA Holders (LATCH) project to assess needs, practices, and impact of leadership development for mid-career researchers across scientific disciplines, and the Institute of Cancer Research's Wellcome funded project to strengthen career pathways for technicians and core facility managers.

We will also draw on campaigns such as Smashing Stereotypes to inspire a more diverse research pipeline, and develop strategies to support career progression for underrepresented groups.

### **Inclusive Research**

We will build on previous work by EDIS, Wellcome, MRC, NIHR, GPEX, and others on inclusive research, working in partnership with external organisations where appropriate. EDIS is uniquely placed through its membership (including funders, research institutions, industry and others) to create a collective definition of inclusive research and to galvanise the sector to identify and address common aims. We will support members to identify priorities and challenges, share learning, and foster a culture where inclusive research becomes the standard. Key activities will include:

- Initial consultation on priorities and challenges in research design
- Co-creating an agreed definition of inclusive research with members and the wider sector, encompassing who frames research questions, study design, and representation
- Publishing and delivering a sector roadmap for embedding inclusive research principles across the research lifecycle (2027–2032, with a further phase to 2038) 3 EDIS - Full proposal for discretionary award - August 2025
- Proposing standardised diversity metrics and frameworks, and producing guidelines for international research collaborations (including with LMICs)
- Launching an inclusive research seminar series to showcase projects and techniques in inclusive research
- Developing modular, practitioner-led training for researchers, using a train-the-trainer approach for maximum reach
- Creating and updating an accessible resource bank on the EDIS website
- Exploring opportunities for collective action, communication and advocacy, including a common set of funder expectations and common ways of working.

We will also seek to transform wider research culture, working towards a model where researchers and communities can be equal partners in their interactions together. Following initial mapping to baseline existing practice across members and drawing on wider learning, we will co-create an action plan to drive innovation, peer learning and

sharing of best practice, whilst also building an evidence base about the impact of this work. We will take an institutional approach, such that EDIS stakeholders are supported both with tools and resources to strengthen their direct practice, and to consider how this work can be embedded organisationally.

Senior-level events will provide opportunities to share findings, increase buy-in and platform examples of good practice. We will convene and collaborate with members to offer regular peer and action learning opportunities, developing co-owned resources (such as an inclusive research charter, toolkits and training), and utilise an 'innovation fund' for members to pilot and implement activities that help to improve practice, alongside gathering and share learning.

Members will be encouraged and supported to develop roadmaps to demonstrate tangible, individualised improvements to research culture and we will facilitate a wider inclusive research learning network that goes beyond the membership, to platform the work and engender change across sectors.

This work will be shaped through facilitating long term, deep engagement with a number of our community partners whose communities are traditionally overlooked in research. We will offer funding and support to ensure their perspectives, challenges and ambitions can be meaningfully incorporated such that the outputs and activities are relevant and effective.