



Inclusive Research Infrastructure

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Inclusive Research BRC 2017-22

Defining inclusive research

Inclusive translational research takes deliberate action to meet the health research needs of different people, to address barriers to inclusion and to promote environments where everyone feels included, respected and valued.”

(Definition co-created with researchers, the Black Asian & Minority Ethnic Research Advisory Group & Vocal)

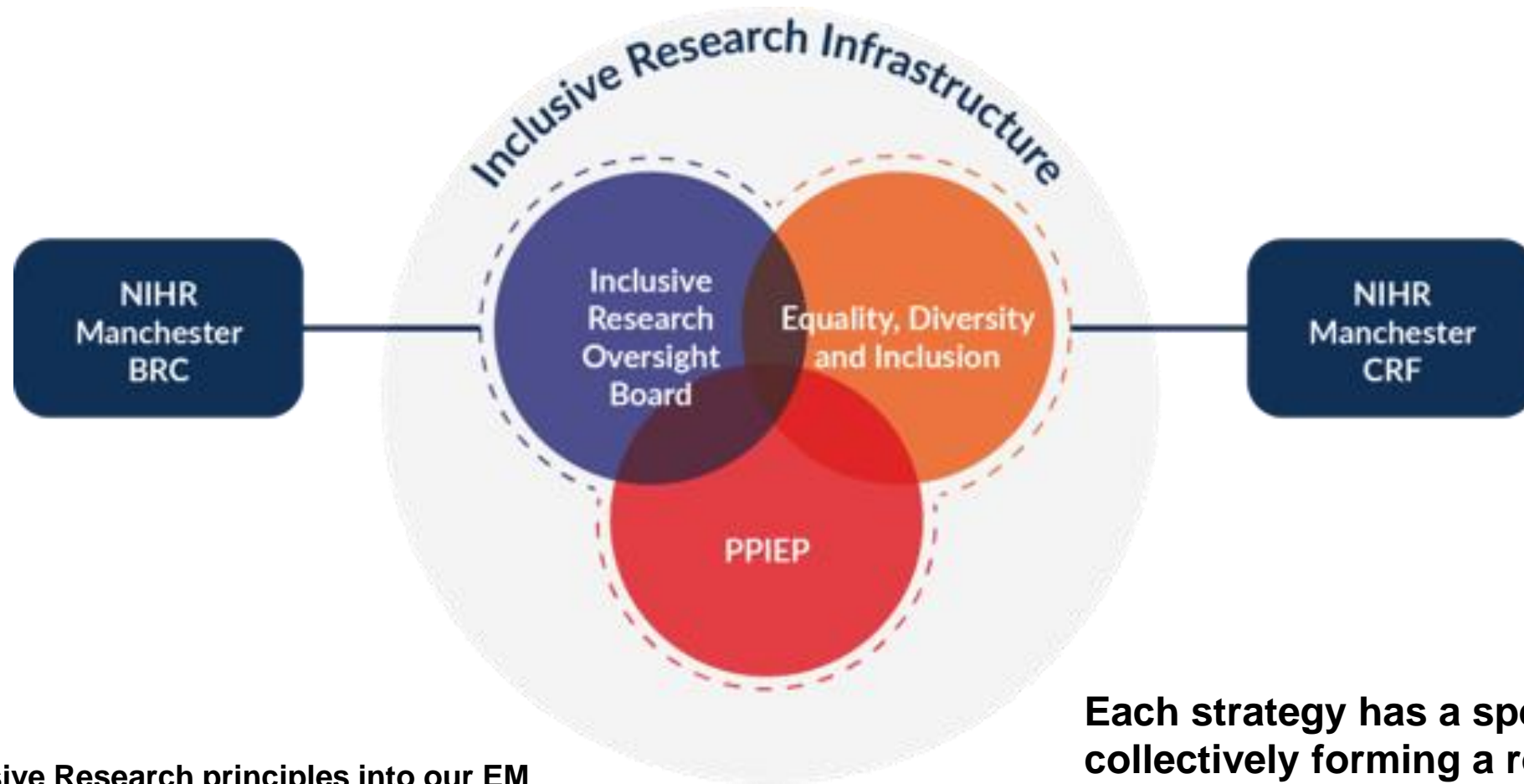
Training

Developing online Inclusive Research training (for CRF & BRC staff)

Understanding who we work with

Collecting demographic data from public contributors

Inclusive Research Infrastructure



Embedding Inclusive Research principles into our EM programmes and strategies

Each strategy has a specific focus collectively forming a roadmap for creating a more equal, diverse, and inclusive research environment.

Inclusive Research Oversight Board (IROB)

- Embedding Inclusive Research principles into BRC and CRF.
 - Providing internal peer review, peer support and expertise.
 - Bringing people and place into the heart of our research.
 - Supporting BRC and CRF to increase inclusivity in the design, recruitment, retention and analyses of results.
 - Sharing IROB impact, best practice studies and learning.
- Inclusive Research Team
 - BRC/CRF Leads
 - NHS partners
 - Integrated Care Boards (GM and Lancs)
 - NHS England
 - OHID
 - UKHSA
 - Local Authorities
 - PPIE groups
 - Greater Manchester
 - Preston
 - Blackpool

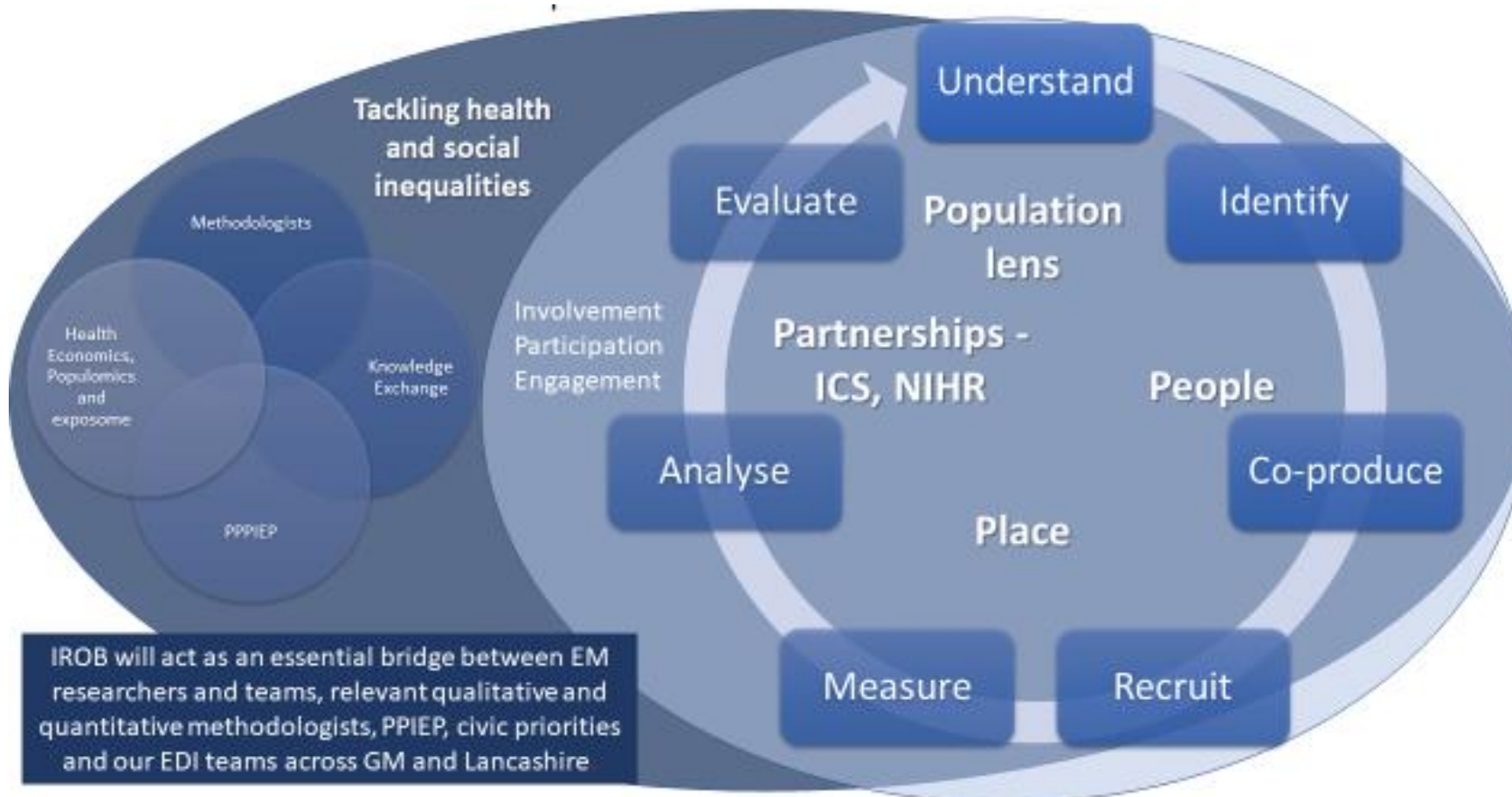
utilising different methods (from the perspective of different methodologists)

moving from describing what may be a barrier to achieving IR (eg. hot/cold spot analyses)

through understanding how this influences research (eg. risk prediction tools i.e. breast cancer exemplar where it is data from white women only)

to explaining where we could be (maximising value from inclusivity) and how we could get there (implementation)

Inclusive Research Oversight Board



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Examples

Summary of the report: Main indicators of inequality

Course Preview



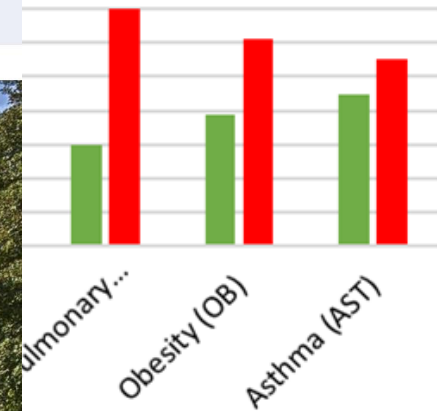
1, Blackpool and Preston
of 11 health conditions and

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The Purpose and Importance of Measuring Inequalities



areas



PPIEP strategy

Our collective aim is to work together inclusively so that health research can address health and social inequalities, ultimately providing the best evidence to inform better health and social care.



What will be different in five years...?

Working together

- We can demonstrate that our work is inclusive across different protected characteristics and geographies, and that the research we support addresses inequalities in its priorities, design, recruitment and dissemination.

Everyone matters

- We'll have strong relationships, founded in trust, with diverse communities around GM... People feel that decision making at all levels is transparent and have evidence of a range of accessible examples of collaborative decision-making.

Innovating

- As a result of creative & effective engagement campaigns & communications – people feel valued, included and informed (“yes, that’s for me!”).

Driving excellence

- Everyone associated with the BRC and CRF can articulate, and point to evidence showing, the differences that working together in research has made or can make.

Integrated approach

Team

- Themes - A Vocal Specialist per theme working closely with each nominated PPIE lead
- Clusters - Supporting Cluster initiatives and joint working
- Pan-BRC - Working with researchers and members of the public to developing creative public engagement campaigns on fundamental topics such as lab-based research

Public contributors

- Vocal Advisory Groups and Networks for each theme
- Black, Asian and Minority Ethnic Research Advisory Group (BRAG)
- Voice Up – Young People’s Advisory Group

Community partnerships

- Developing & delivering projects with communities

Equality, Diversity and Inclusion

To inspire evidence-led Equality, Diversity and Inclusion (EDI) practice, supporting a diverse and inclusive workforce to drive improvements in health and care for all.



Equality, Diversity and Inclusion



People

Foster a culture with the BRC and CRF that prides itself on its commitment to proactive inclusion



Process

Create processes and practice that enable BRC and CRF workforce and student population to thrive



Education & Training

Ensure training and development opportunities are accessible and attractive to all



Legacy

Evidence-led EDI to leave a footprint of positive and impactful change for our workforce, research participants and communities

EDI Strategy: Next steps

Perspective & Ambition	Short Term Objective (1-2 years)	Medium Term Objective (2-4 years)	Long Term Objective (4-5 years)
<p>Process</p>  <p>Create processes and practice that enable BRC and CRF workforce and student population to thrive</p> <p>NIHR Objectives</p> 	<p>4: Ensure the BRC and CRF EDI strategy is embedded in our standard processes</p> <p>Actions</p> <ul style="list-style-type: none"> Appoint EDI Lead and identify EDI team with dedicated resource (end of Year 1). Set up an EDI working group with diverse representation (end of Year 1). Embed EDI strategy oversight into governance structures with regular review of progress Create a registry of individuals across the BRC and CRF partner organisations trained to undertake equality impact assessments (EIA). Develop a clear pathway of EIA process documented centrally within the case study library. Undertake review of progress within the planned BRC and CRF mid-term reviews (end of Year 1) <p><i>Lead: BRC and SLT EDI</i></p>	<p>5: Ensure recruitment, retention and progression of BRC and CRF workforce and students is equitable</p> <p>Actions</p> <ul style="list-style-type: none"> Review the diversity of our BRC and CRF governance structures with action plan to address findings utilising, where applicable, existing initiatives such as the NIHR Race Equality Framework actions for change. Standardise all BRC and CRF core role adverts to ensure accessibility and inclusivity (end of Year 2). Ensure diverse panels and develop guidance for inclusive questions for all BRC and CRF core role interviews (end of Year 2). Train recruiting managers in inclusive recruitment practice. Collect data regarding interest, application, interview and success rates across advertised core roles and studentships (end of Year 4). <p><i>Lead: BRC & CRF SLT & HR Teams</i></p>	<p>6: Develop and maintain an evidence-led EDI case study library</p> <p>Actions</p> <ul style="list-style-type: none"> Submit at least one case study to a peer-reviewed journal. Commitment of resource to ensure library remains up-to-date, relevant and accessible. Share library with other NIHR infrastructure within GM. Share with other partners such as the NWCRF Alliance (CRF only) and Northern BRCs (BRC only). <p><i>Lead: BRC & CRF SLT EDI Teams</i></p>

