

Embedding Equity in Research Integrity



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NIHR RSS Hub delivered by the University of Leicester and Partners



The scope of equity and inclusion

- Equality Act 2010: protected characteristics
 - Age
 - Disability
 - Gender reassignment
 - Marriage and civil partnership
 - Pregnancy and maternity
 - Race
 - Religion and belief
 - Sex
 - Sexual orientation
- And beyond...
 - Social class/socio-economic position
 - Caring responsibilities
 - Neurodiversity
 - Literacy
 - Under-served groups e.g. prisoners, homeless people
 - Geography
 - Career stage and sector (for researchers)



10 steps to embedding equity and inclusion in research

1) Substantiate your research inclusion statements

- Good intentions are not enough – how can you assure the funding committee that your proposals are realistic?
- What makes you confident that you can recruit from a particular under-served group (e.g. share your team's experience and skills)?
- Is your research team skilled enough to carry out research inclusion?
- *How will your approach be inclusive?*

2) Ensure that you know which inequalities are relevant to your field

- Do prevalence, priorities, outcomes, service accessibility, use and experiences vary between groups?
- Whose outcomes, experiences and/or perspectives are absent in previous research?
- How is awareness of relevant inequalities driving your research question(s)?



3) Include areas under-served by research in your study

- Justify your choice of site(s)
- Where is the problem greatest but the research activity most sparse?
- Allow more time for the set-up of less research-ready sites



4) Justify your research sample

- Are your exclusion criteria justifiable?
- Will you need specific services, skills or devices to make sure people are included?
- How will you capture the EDI characteristics of your sample?



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5) Specify which demographic data you will collect and how you plan to use it

- People are usually willing to provide this data – if they understand why and how it'll be used
 - Caution around terminology – draw on diverse PPI and resources such as EDIS' DAISY guidance
 - For quantitative studies, consider including subgroup analyses
 - For qualitative studies, use demographic data to contextualise the analysis, code for diversity dimensions – caution with anonymity
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6) Budget for inclusion!

- Clearly specify all costs for inclusive research, and justify them
- Our RDS EDI Toolkit gives examples of the cost and time implications of genuinely inclusive research
- Re-calibrating understandings of value for money





7) Consider how methodological innovation could overcome exclusionary aspects of conventional methods

- Participatory and creative methods e.g. art-based methods, photovoice
 - Training peer/community researchers
 - Community-based recruitment
 - Remote or community-based monitoring for trials
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8) Demonstrate how your research is shaped by diverse and inclusive public involvement and engagement

- Work with members of the public and communities to embed research inclusion at each stage of your project
- Consider the diversity of your public partners
- Identify potential barriers to meaningful involvement, and take steps to address these



9) Plan inclusive and impactful approaches to knowledge mobilisation

- Knowledge mobilisation and impact plans are essential and should include diverse groups from the outset
- Key messages from your research need to be useful, impactful, and accessible to relevant people, networks and communities
- A pathway to impact should be included, and could include tackling inequalities



10) Use the resources available to help you

RDS EDI Toolkit



- Contact the RSS for further support if you're in health or social care research

<https://www.rssleicesterresources.org.uk/edi-toolkit>