

Equality, Diversity, Inclusion and Intersectionality (EDII) Group

Terms of Reference

Ratified: June 2024

Background

The BR-UK position statement on Equality, Diversity, Inclusion and Intersectionality (EDII) refers to treating all those who contribute to our research and impact generation as valuable members of a team and of the research community and treating all those with whom we work with respect. It also notes that embracing EDII principles is central to achieving a fairer, more just and thriving society. Adopting and fostering an inclusive environment improves the well-being of individuals, institutional success and the progress of communities and nations. As such, The BR-UK Leadership Hub is committed to recognising and highlighting EDII as part of leading best practices in behavioural research and its translation.

Reporting Structure

This group is an advisory group which reports to the BR-UK Leadership Group.

Remit

This group serves to review and appraise progress/action required to address the nine action points outlined in the position statement and point three in particular which includes:

- Considering how we partner with wider science, policy and practice communities including various minoritised groups
- Communicating our work and our findings in ways which are inclusive and broad ranging
- Widening our expertise in science-related EDII issues & embed these in research practice
- Providing advice and assistance to members of the Hub as and when needed.
- Bringing together learning from all parts of BR-UK.

Additionally, this group will:

- Review the BR-UK EDII position statement on a regular basis
- Undertake an initial benchmarking exercise to collate relevant information on EDII characteristics of the research team and to review changes to this over time
- Connect, collaborate and share learning with other institutions to improve EDII approaches and implementation
- Provide advice and input to the development of the BR-UK Access and BR-UK Inclusion and Commissioning Fund policies and principles to ensure EDII considerations are embedded within them
- It will signpost people to appropriate resources and provide support wherever it is possible to do so.

Membership

The Group is chaired by Dr Sharon Cox and Professor Ann Phoenix. Members of the EDII group will be rotated throughout the Hub lifetime. The initial members of the group, in addition to the Chairs, are: Julze Alejandre, Oliver Escobar, Sancha Martin, Laura McGowan, Graham Moore.

Meeting Frequency and Confidentiality

This group will meet approximately 3 times per year as a minimum and ad hoc as required.

Information shared within the group that are marked as confidential must remain so. Members must not disclose the contents of any discussions, presentations or documents (whether shared verbally or in writing) with others outside of the Group without prior agreement.