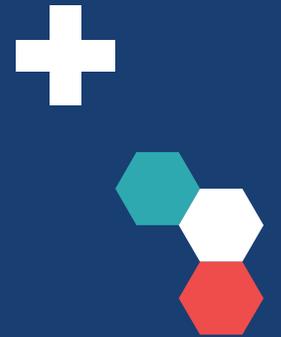


Improving Diversity in Research

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18th February 2021



Public Commitment

Search...



Promoting equality, diversity and inclusion in research

Home > About us > Our contribution to research > Equality, diversity and inclusion

“Best research for best health ... by everyone for everyone

The NIHR is committed to actively and openly supporting and promoting equality, diversity and inclusion.

We always aim to be a diverse and inclusive funder, both in terms of the people who lead and run the NIHR and the people who lead, deliver and are involved in our research. To achieve this we will endeavour to:

- Understand the causes of any inequities and barriers to diversity in NIHR training, research and delivery, and understand the interventions that work to address these
- Extend our reach to include communities where our research will make the biggest difference, and involve a broad range of patients, public and carers at every step
- Embed equality, diversity and inclusion in our culture and the way we work, so that we can attract the best people and take forward the best ideas and the best research.

Related pages

[Our mission and core workstreams](#)

[Our operating principles](#)

[Our governance](#)

[How we involve patients, carers and the public](#)

w: <https://www.nihr.ac.uk/about-us/our-contribution-to-research/equality-diversity-and-inclusion.htm>

NIHR's People Framework



NIHR's initial steps

- Head of Equality, Diversity and Inclusion
- Race Equality Public Advisory Group

w: <https://www.nihr.ac.uk/news/nihr-establishes-a-race-equality-public-action-group/25929>

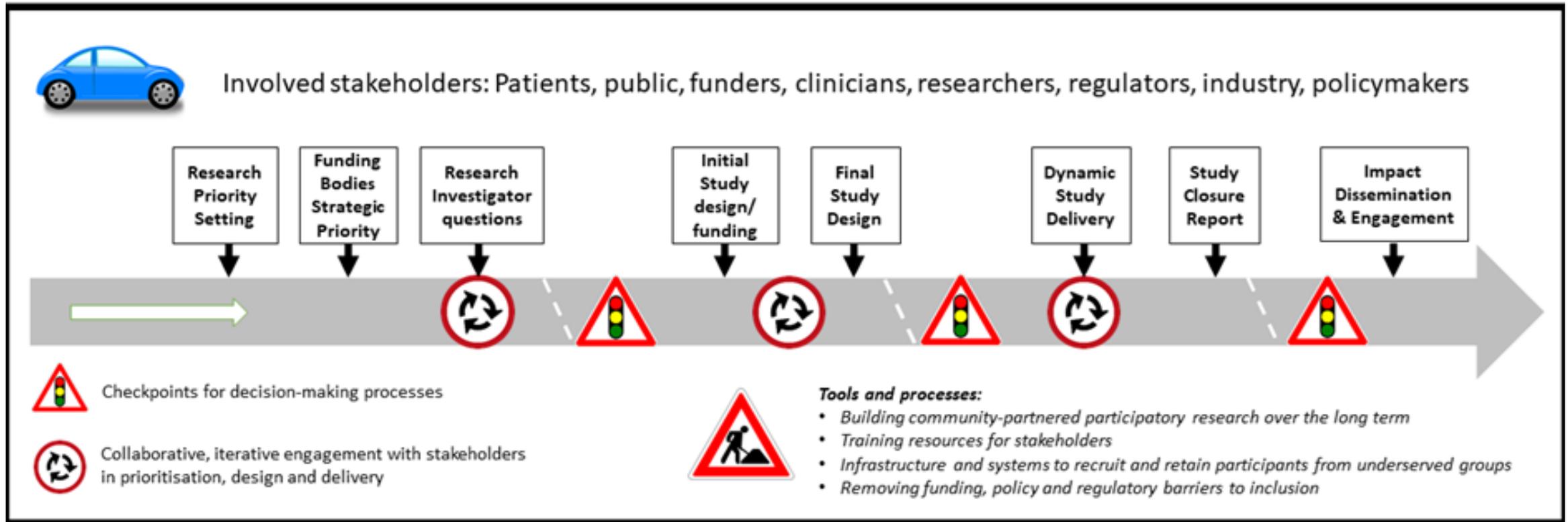
- Improving data systems
 - Equality Diversity Recording System 2
- Bullying and Harassment Policy

Equality Impact Assessments

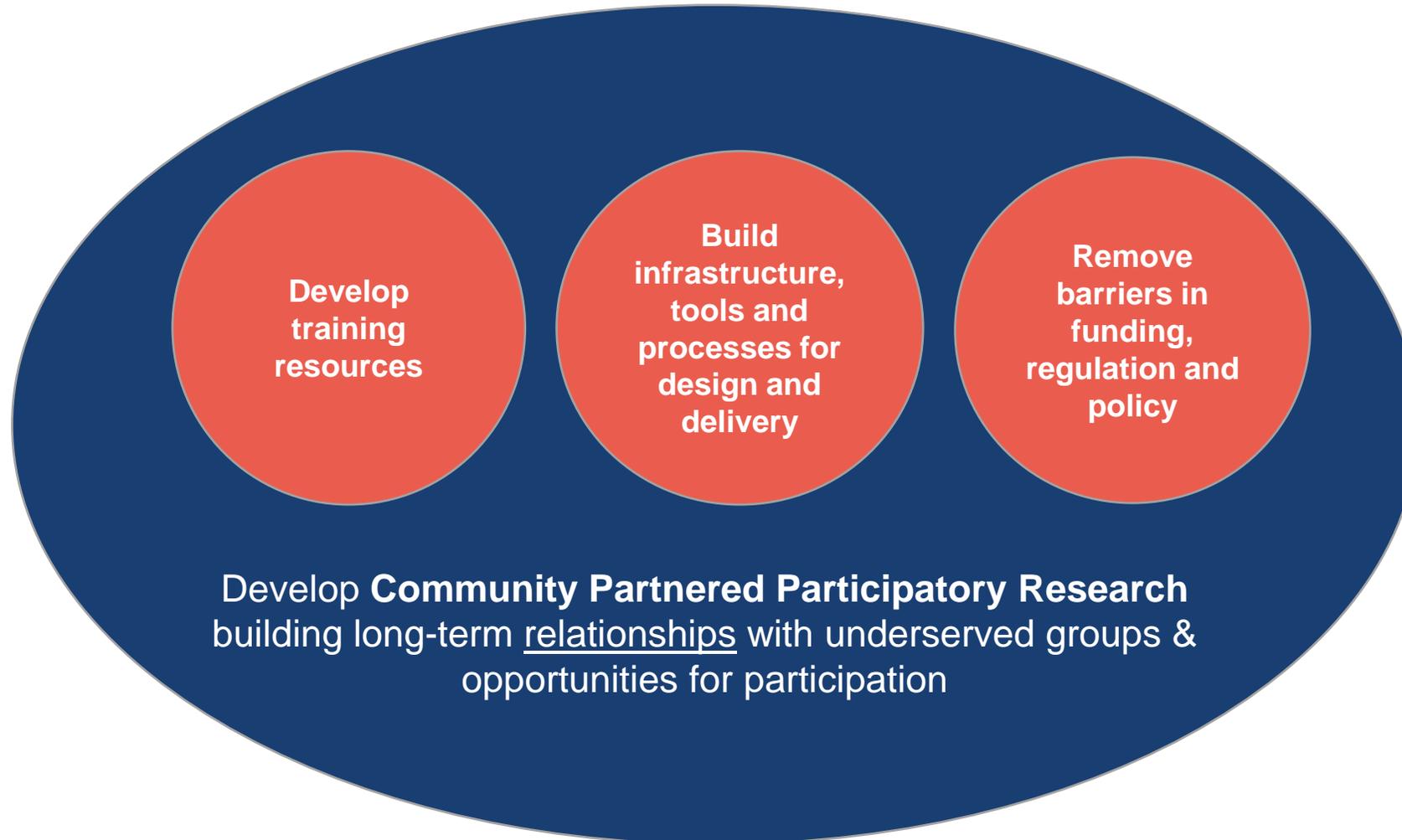
- Progress to date
 - Three pilots across DHSC, Communications Programme Board and Health Technology Assessment Commissioned Calls
 - Showed benefit but a more selective approach would add value
 - Additional categories Geography, Socioeconomic Status and Access to Care
 - New wording in the SAF guidance to encourage applicants to consider the diversity of study participants
 - Approved at NIHR Strategy Board in November, implementation plans currently underway



The INCLUDE Framework for developing guidelines to improve inclusivity in clinical studies



INCLUDE's core objectives



w: <https://sites.google.com/nih.ac.uk/include/home>

INCLUDE Guidance

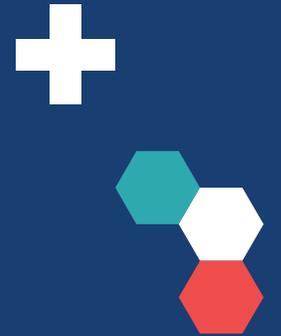
- Provides examples of under-served groups and shows that groups may fit into **multiple categories**
- Provides examples of **barriers** to inclusion
- Then works through the **research journey**
- Finishes with **three checklists** for promoting inclusion of under-served groups:
 - For **researcher's** designing studies
 - For **funders** and **reviewers** evaluating proposals and analyses
 - For teams **delivering** research projects

The **INCLUDE Guidance** was also tailored to form **COVID-19 specific INCLUDE guidance**



What actions can you make to improve inclusion of under-served groups in research?

Your Role	Example action
Researcher	<ul style="list-style-type: none">• Use PPIE to better tailor the research questions to the target group• Talk to under-served communities to better understand them• Identify key local members of under-served groups and build relationships with them
Funder	<ul style="list-style-type: none">• Require applicants to identify steps taken to ensure recruitment of under-served populations (e.g. implementing the INCLUDE guidance)• Fund resources needed to recruit under-served populations
Industry	<ul style="list-style-type: none">• Use networks and skills of partner organisations to help reach these groups (e.g. healthcare, social care, community groups, charities)
Regulator	<ul style="list-style-type: none">• Consider what questions you need to ask to ensure under-served groups are included in research?• Put training in place for review panels to help them review appropriately to ensure adequate plans for recruiting under-served groups
Research Delivery Team	<ul style="list-style-type: none">• Change the format and language of participant information sheets – use different comms channels like video, YouTube, Braille and translations• Don't assume anyone is too old, too ill, or lives too far away to take part• Recruit across an integrated care system – health and social care



Thank you

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'One person can make a difference, and everyone should
try' – John F Kennedy

