Review of equality, diversity and inclusion: challenges and interventions in the International context

Jess Moody
Senior Adviser
Part 1: overview of proposed approach
Overall objective

“Overarching aim is to review current EDI challenges in the research and innovation landscape *internationally*, as well as interventions (strategies, policies and programmes) to promote EDI.

• What works and what has proven less effective.

• UKRI will share the findings widely with policy makers and other stakeholders.”
Research questions

1. What effective EDI practices are currently taking place in the international R&I context?
2. Of the interventions that have been implemented by international organisations comparable to UKRI, which have proven effective, or less effective, and why?
3. How can the quality of different EDI studies be characterised and compared with one another?
4. How is the effectiveness of EDI interventions measured? Are there methods particularly useful for the international R&I landscape?
5. How can EDI data capture and disclosure rates in the international R&I landscape be improved?
Research team

+ Lead Researcher
  + Jess Moody, Advance HE

+ EDI Research Expert
  + Dr Amanda Aldercotte, Advance HE

+ A panel of internal EDI Experts
  + Gary Loke, Dr Catherine (Kay) Hack, Dr Joan O’Mahony and Dr Pauline Hanesworth
## Overview of research stages

<table>
<thead>
<tr>
<th>Stage 1</th>
<th>Project initiation and formation of Advisory Group</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stage 2</td>
<td>Data collection and sample refinement</td>
</tr>
<tr>
<td>Stage 3</td>
<td>Development of evaluation framework</td>
</tr>
<tr>
<td>Stage 4</td>
<td>Evaluation framework applied &amp; in-depth content review</td>
</tr>
<tr>
<td>Stage 5</td>
<td>Data synthesis and production of outputs</td>
</tr>
</tbody>
</table>
Stage 1 – Project initiation

+ Build relationships with key collaborators, stakeholders and critical friends.
+ Establish milestones and project management plan with UK review team.
+ Identify UKRI’s key comparators.
+ Form International Advisory Group and present draft search terms and eligibility criteria, evaluation framework.
Stage 2 – Data collection

Data collection will take place in two phases:

+ An extensive search for publications (academic and grey).
+ A targeted consultation with relevant international organisations.
Eligibility:

✓ Intervention is in ‘international’ context*

✓ Intervention covers at least one protected characteristic from the UK Equality Act.

✓ Is a review of EDI interventions, the challenges surrounding EDI or an empirical evaluation of an EDI intervention.

✓ Is available in English*

✓ Published since 2010.
Database search + Targeted call-out
Stage 3 – Framework development

+ Predominantly developed by desk-based analysis and research, using Advance HE’s internal resources.
+ Developed further with Advisory Group, consultation with the UK review team and application to a subsample of data.
+ Will categorise and extract pertinent data from all three sources of publications.
Framework - possibilities

- Which **equality characteristic** is being addressed?
- Does it apply an **intersectional** lens?
- **Scope** of the intervention: narrow (ie limited to a specific context, discipline- or sector-specific) or broad (ie addressing EDI across R&I in one or more countries).
- **Approach** of intervention (eg career, funding)
- How the intervention presented has been **measured**
- How the participants’ personal **data** were collected and whether any strategies to improve **disclosure** were applied?
- What the limitations or **barriers to evaluating** the intervention were, and how these could be addressed in future research?
Stage 4: application of framework

+ Application of the evaluation framework to all eligible publications and consultation data.
+ Atlas.ti will be used to map current state of EDI challenges and interventions, looking at:
  + Individual identity characteristics.
  + Different types of organisations.
  + Data collection and evaluation strategies.
  + Geographic locations.
Stage 5: synthesis and outputs

Produce a series of outputs, including:

+ A presentation and **interim report due w/c 4 March 2019**.

+ **A final report by 1st April** answering the five research questions and including additional evaluation materials (i.e., surveys, coding frameworks, etc.).

+ **Infographics** suite summarising key findings

+ **Additional**: conference presentations, database of existing literature, webinars/briefings.
Part 2:
Risks and challenges
How will you ensure the findings are valid?

- Reliability
- External validity
- Internal validity
What will be the **main** challenge?

Building an evaluation framework that can be applied consistently across the different sources of data and in the international context.
Additional challenges/risks?

+ Search for grey literature based on current knowledge and snowballing.
  + Thus more targeted approach, rather than global.
  + Mitigation = Advisory Group, reference lists.
+ Framework does not evaluate appropriateness of interventions for UK context.
+ Duplication of UK team’s work
How will you work with the other team and UKRI?

+ Establish relationship, timeline and key milestones with UKRI and UK review team at the ‘challenge workshop’.

+ Bi-weekly team meetings with the UK review team followed by monthly meetings with UKRI.

+ Key task is collaboration in the development of the evaluation framework.
Part 3: Discussion
Approach, methodology and mitigating risks
Key Questions

1. Role and membership of Advisory group
2. Scope eg: ‘international’/ (non-UK or global?) and ‘research and innovation’?
3. Evaluation framework for international or cross-border contexts: challenges and opportunities
4. Inclusive approaches
International Advisory group Qs

1. What are your thoughts on the proposed role of the Advisory Group?
2. Comments or suggestions on membership of the Advisory Group?
3. Organisations to be contacted for the Stage 2 consultation (where different?)
Scoping questions

1. What are your thoughts on the proposed **scope** of the International data collection and research questions?

2. What should be the balance between identifying EDI key **challenges** and identifying key **interventions**?

3. What issues should be considered for identifying organisations ‘comparable’ to UKRI?
Evaluation Framework

• Key challenges and opportunities for operating an evaluation framework in an international context?
• Suggestions of mitigation?
Inclusive approaches

• Any suggestions or comments on how we embed an inclusive approach to this research project?
Thank you
<table>
<thead>
<tr>
<th>Area</th>
<th>Search terms</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDI</td>
<td>Equality, Sexual orientation</td>
</tr>
<tr>
<td></td>
<td>Diversity, Hetero/homosexual</td>
</tr>
<tr>
<td></td>
<td>Inclusion, Gay</td>
</tr>
<tr>
<td></td>
<td>Age, Lesbian</td>
</tr>
<tr>
<td></td>
<td>Disability, LGBTQ+</td>
</tr>
<tr>
<td></td>
<td>Mental health, Religion</td>
</tr>
<tr>
<td></td>
<td>Physical impairment, Belief</td>
</tr>
<tr>
<td></td>
<td>Communication disorder, Faith</td>
</tr>
<tr>
<td></td>
<td>Neurodiversity, Ethnicity</td>
</tr>
<tr>
<td></td>
<td>Sex, Ethnic group</td>
</tr>
<tr>
<td></td>
<td>Gender, Race</td>
</tr>
<tr>
<td></td>
<td>Gender identity, Marital status</td>
</tr>
<tr>
<td></td>
<td>Gender reassignment, Civil status</td>
</tr>
<tr>
<td></td>
<td>Transgender, Intersectionality</td>
</tr>
<tr>
<td></td>
<td>Equity, Pregnancy</td>
</tr>
<tr>
<td></td>
<td>Underrepresentation/ representation, Maternity, paternity, adoption and shared parental leave</td>
</tr>
<tr>
<td>Interventions</td>
<td>Intervention, Initiative</td>
</tr>
<tr>
<td></td>
<td>Programme, Action plan</td>
</tr>
<tr>
<td></td>
<td>Training, Project</td>
</tr>
<tr>
<td></td>
<td>Impact, Approach</td>
</tr>
<tr>
<td></td>
<td>Evaluation, Development</td>
</tr>
<tr>
<td>Publication type</td>
<td>Systematic review, Empirical research</td>
</tr>
<tr>
<td></td>
<td>Meta-analysis, Consultancy report</td>
</tr>
<tr>
<td></td>
<td>Literature review, Literature review</td>
</tr>
<tr>
<td>Research careers</td>
<td>Promotion, Retention</td>
</tr>
<tr>
<td></td>
<td>Progression, Workload allocation</td>
</tr>
<tr>
<td></td>
<td>Recruitment</td>
</tr>
</tbody>
</table>