

EPSRC EDI Sharing Hub

Outline Summaries

Following the panel assessment of outline applications submitted to the EPSRC EDI Sharing Hub funding opportunity the following outline applications were invited through to the next stage and are eligible to submit a full application.

In line with the published outline funding opportunity this document provides details of those applications including the named Project Leads, Co-Project Leads, Researcher Co-Leads, Professional Enabling Staff and Research and innovation associates; the lead organisation; and The Funding Service (TFS) summary information. Other application content and assessment material will remain confidential.

These details are published to facilitate engagement with potential additional partners.

It will be at the discretion of each Sharing Hub applicant team whether to include additional partners in their application. Sharing Hub applicant teams might choose to combine or add partners/people or find new partners/people.

List of outline applications invited through to the next stage (in chronological order by Application Number):

App: APP18079	Project Lead: Ioana Latu
Grant title: The Inter4 Sharing Hub: 'We Are All EDI'	
Lead Organisation: Queen's University Belfast	
<ul style="list-style-type: none"> • Ioana Latu (Queen's University Belfast) - Project lead • Karen McCloskey (Queen's University Belfast) - Researcher co-lead • Teresa McCormack (Queen's University Belfast) - Project co-lead • Anna Seager (Swansea University) - Project co-lead • Gabriela Jiga-Boy (Swansea University) - Researcher co-lead • Karin Ennsler (Swansea University) - Project lead • Hannah Chalmers (University of Edinburgh) - Project lead • Job Thijssen (University of Edinburgh) Researcher co-lead • Karen Halliday (University of Edinburgh) Project co-lead • Cecilia Medupin (University of Manchester) - Researcher co-lead • Lynne Bianchi (University of Manchester) - Project lead • Rachel Cowen (University of Manchester) - Project co-lead 	

Outline Application Summary:

The EPS EDI landscape does not lack resources and expertise. However, the fragmentation of effort across the sector means that there is not yet a fully integrated, effective EDI ecosystem. We propose to build such an ecosystem that is wide-reaching and challenges existing silos, by creating an **Inter4 Hub** that is:

- Inter-nation, co-led by Queen's, Manchester, Edinburgh, and Swansea
- Interdisciplinary, bringing together EPS and social science expertise
- Intersectional, acknowledging multiple marginalised identities
- Intergenerational, addressing the pipeline from schools into HE and out into industry, government, and third sector workplaces.

Hub activities will be brought together under the umbrella national campaign '**We Are All EDI**', sending an overarching sector-wide message that '**everyone in the EPS community is EDI and that we all have a responsibility to review, refine or reframe our practices**'. The campaign will organise and inspire national grassroots engagement, growing in reach across the four years, with legacy beyond.

We created **four workflows**, each producing an Inter4 sub-Hub:

WF1. Inter4 EDI Community Hub, connecting new and existing EDI champions, wide-reaching to EPS departments across the four nations. This will create a safe space to share EDI issues and a collective voice for practice and policy change.

WF2. Inter4 EDI Inclusive Research Leadership Hub, identifying and showcasing diverse role models who practice and support inclusive research, from early career researchers to senior leaders (e.g., first-time project leaders, CDT Managers, Senior Research Leaders).

WF3. Inter4 EDI Pipeline Hub, reaching out to practitioners from the pre- and post-University STEM landscape and into industry, bridging activity across the ecosystem.

WF4. Inter4 EDI Digital Resource Hub, using theory and methods from social science to create a wide-reaching, evidence-based, easily-searchable, one-stop-shop hub of key evidence, data, interventions, and measurement tools in EDI, organised by intersectional identities.

We will also commission **flexible funding projects** to address issues such as EDI challenges in the face of crises; EDI in AI; assessing interventions to improve EDI in publishing and grant reviewing.

We will establish an **Inter4 Hub EDI Charter**, including targets for participation, inclusive environment, equity of education and training, equality impact assessments. The charter will guide our actions and model best practice to the hub community.

Hub impact evaluation will include quantitative and qualitative measures of reach (we aim for participation from >100 HEI institutions), direct impact of key projects, improved feelings of belonging and self-efficacy of EDI champions across four years, and various policy influencing publications and presentations.

Our **four-nation leadership team** merges a diverse set of skills and experiences, including:

- Conducting EDI-related, interdisciplinary quantitative and qualitative research
- Leading/co-leading on three Inclusion Matters projects (Queen's, eBase, VisNET)
- Leading university and faculty wide EDI initiatives in all four institutions
- Leading on national primary STEM curriculum revision to include EDI
- Government advising and policy contributions (NI government, Public Health Wales, NHS)
- Creating and sharing EDI resources across the sector, and beyond, e.g., via UNESCO STEM Alliance

We **partnered** with industry and STEM key players including Business in the Community, the British Science Association, and Greater Manchester Learning Partnership. We will also be supported by an international **Advisory Board**: *Professor Londa Schiebinger (Chair)*, Stanford University, Director of Gendered Innovations; *Megumi Watanabe & Ms Jing Fang*, UNESCO; *Professor Tomas Brage*, Lund University, LERU, GENERA, Horizon 2020 GenerEX-project; *Professor Markus Brauer*, University of Wisconsin-Madison, Executive Director Institute for Diversity Science.

App: APP18623	Project Lead: Sue Black
Grant title: IDEAS-HUB - Inclusion, Diversity, Equity, Acceleration Sharing HUB	
Lead Organisation: Durham University	
<ul style="list-style-type: none"> • Sue Black (Durham University) - Project lead • Mehreen Gul (Heriot-Watt University) - Project co-lead • Roger Penlington (Northumbria University) - Researcher co-lead • Andrew Nortcliffe (University of Nottingham) - Researcher co-lead • Rebecca Lunn (University of Strathclyde) - Project co-lead • Zoetanya Sujon (University of the Arts London) - Project co-lead 	
Outline Application Summary:	
<p>Our exciting vision is of a community of connected researchers, academics, industrial partners and EDI experts, all working towards the same goal of improving and championing the UK EPSRC community EDI landscape.</p> <p>Developed by us, all leading EDI figures with an exceptional record of successful socially transformative work, our IDEAS-HUB cohort promises to build on this extensive experience to innovate and establish meaningful social change for a fairer world.</p> <p>There are many excellent initiatives, interventions and networks already existing in this area, targeted at making progress in specific areas. We will create a landscape map of these initiatives and form a network of networks via our IDEAS-HUB (Inclusion-Diversity-Equality-Acceleration Sharing HUB). We will look at opportunities to connect organisations to maximise impact and identify gaps in the landscape. We will create a dedicated fund and related incubator/accelerator, in collaboration with a pre-existing incubator e.g. Bethnal Green Ventures, to incubate and scale initiatives closing these gaps. Together with our</p>	

industry partners, networks and communications experts we will champion the fund and our resulting initiatives to a wide audience.

Alongside our above work, we will create and implement a **roadmap to support organisations to create their own positive EDI change**. Making transformational change happen is hard. With our change expert partners like Korn Ferry, Google, PWC and EPSRC research community organisations, we will create a program of transformational positive change. It is now widely accepted that an inclusive organisation that encourages and enables diversity of all types has great strength. Diversity is a critical success factor. Collaboratively with our change experts, industry partners and the EPSRC research community we will work to create stronger, more capable organisations.

We will build **pathways to connect individuals and organisations** working at a grass-roots level, key power holding committees, hierarchies, advisory groups etc. with each other, maximising bidirectional positive impact. There are many people and initiatives that hold expertise and understanding on both sides of this dynamic. We will establish connections for mutual benefit. This could involve workplace internships, shadowing, 360 mentoring partnerships, related events and activities.

With the information from our landscape mapping, incubated startups, best-practice case studies, networks and lessons learned we will create an **online playbook for all**. **Showcasing practical pathways to success** in a multitude of ways, it will enable organisations and individuals to create change for themselves. This could be *How to become a research scientist*, showcasing best-practice examples of a diverse range of successful people at different stages of their career, describing how they got there. It could also be *How to conduct an EDI audit of your organisation* or *How to improve your workplace culture*.

Our work will be guided and supported by our Strategic Action Advisory Board (SAAB) including STEM industry, professional society, social enterprise and EDI experts e.g. Google's EDI Director for Europe the Middle East and Africa (EMEA), PWC's Technology Impact Leader and the Founders of Male Allies UK and Your Future, Your Ambition.

We will work with our networks and communications expert partners e.g. TikTok, Google, Diversifying Group to create and actuate an **amplification plan** for all of our initiatives and key messages. We not only want to improve and accelerate positive change in the EPSRC community landscape but also **showcase STEM and research as an exciting career choice for everyone**.

IDEAS-HUB will create and amplify positive change.

App: APP23424	Project Lead: Vania Dimitrova
Grant title: EDI Hub+: Sharing and Implementing EDI Practices for Sustained Transformation in EPS	
Lead Organisation: University of Leeds	
<ul style="list-style-type: none">• Vania Dimitrova (University of Leeds) - Project lead• Bharat Pokhrel (University of Leeds) - Professional enabling staff• Lee Mason (University of Leeds) - Professional enabling staff• Lisa-Dionne Morris (University of Leeds) - Project co-lead	

- Louise Jennings (University of Leeds) - Project co-lead
- Hannah Dee (Aberystwyth University) - Project co-lead
- Dorothy Monekosso (Durham University) - Project co-lead
- James Richards (Heriot-Watt University) - Project co-lead
- Elaine Brown (University of Bradford) - Project co-lead
- Jennifer Jennings (University of Bristol) - Research and innovation associate
- Katherine Deane (University of East Anglia) - Project co-lead
- Paul Walton (University of York) - Project co-lead
- Karen Tsui (White Rose University Consortium) - Research and innovation associate

Outline Application Summary:

It is widely recognised that the Engineering and Physical Sciences (EPS) community faces many unique equity, diversity and inclusion (EDI) challenges, particularly in relation to gender, ethnicity, disability, neurodiversity. All too often funded EDI interventions have been small in scale, limited in scope, and time constrained, and importantly, have failed to deliver widespread and sustainable transformation of practice. Our EDI Hub+ focuses on the gap between prototypes of EDI interventions in the EPS domain and the unmet needs in day-to-day practice, analogous to the well-known phenomenon of the innovation ‘valley of death’. Our approach is to facilitate the movement of interventions from prototype to sustainable embedding in practice, through increasing the EDI intervention readiness level, by providing proven mechanisms to upscale and meet needs in practice. We will work with the broad EPS community to identify potential interventions and unmet needs, create opportunities for forming partnerships to accelerate the interventions, scaling up at regional and national level.

All of the leadership team have prioritised opportunities to lead work on EDI in their roles to date, the majority work in the EPS space spanning different disciplines, and many have worked closely together in previous EDI collaborations. Bringing this leadership team together in the EDI hub+ will allow us to build and draw on past initiatives and provide a platform to integrate and further accelerate these to wider adoption. As well as the close-knit leadership team from four northern universities: Leeds, York, Bradford and Durham, we will have five hub Engagement Champions. Not only will these Engagement Champions facilitate the project’s geographic reach to the wider UK research and professional services, but, uniquely, they will lead on challenges faced by underrepresented groups through their own distinctive expertise, track record and lived experiences in relation to gender, race and ethnicity, disability, and neurodiversity.

We will coordinate the work via six workstreams. In the first, we will build a broad network of EPS community partnerships, including relevant learned societies, the UK EDI Caucus, industry partners, and international collaborators. Secondly, we will create an online EPS EDI Resource Centre that documents successful EDI activities and interventions and disseminates good practice from across the EPS research community and beyond, both in the UK and internationally. In the third, we will create, share, and utilise EDI indices that: assess the maturity level of EDI activities and interventions (from initial pilot to successful full-scale implementation across multiple settings), and assess the EDI readiness level of organisations and institutions. These indices will allow us to more effectively match interventions with institutions. In our fourth workstream we will engage widely to identify unmet needs and co-create interventions, and in the fifth workstream we will provide flexible funding to pilot co-created interventions that meet validated unmet needs, and evaluate the effectiveness of interventions, both for pilot projects and for projects implemented at scale. The most effective interventions will be scaled-up across disciplines, organisations, or

nationally in our final workstream through our partnership building, enabling sustained transformation of practices across the sector.

App: APP23997	Project Lead: Rachel Van Krimpen
Grant title: EDISH	
Lead Organisation: University of Nottingham	
<ul style="list-style-type: none"> • Rachel Van Krimpen (University of Nottingham) - Project lead • Andri Georgiadou (University of Nottingham) - Project co-lead • Armaghan Moemeni (University of Nottingham) - Project co-lead • Charlotte Lush (University of Nottingham) - Project co-lead • Katherine Linehan (University of Nottingham) - Project lead • Katie Severn (University of Nottingham) - Project co-lead • Katy McKenzie (University of Nottingham) - Project co-lead • Praminda Caleb-Solly (University of Nottingham) - Project lead • Nilanthy Balakrishnan (Keele University) - Project co-lead • Abigail Powell (University of Lincoln) - Project co-lead • Belinda Colston (University of Lincoln) - Project lead • Alexandra Ramadan (University of Sheffield) - Project co-lead • Ashutosh Tiwari (University of Sheffield) - Project co-lead • Candice Majewski (University of Sheffield) - Project co-lead • Maisha Islam (University of Southampton) - Project co-lead • John Oyekan (University of York) - Project co-lead 	
Outline Application Summary:	
<p>Diverse and inclusive workforces drive greater innovation, productivity and effective teams (Hofstra et al, 2020: 10.1073/pnas.1915378117). Yet the representation of women and racially minoritised researchers within EPS disciplines remains a major challenge, with underrepresentation of disabled researchers and those with other protected characteristics only just being explored. To increase representation, barriers in the research pipeline need to be considered, systemic blockers to access and support need to be identified and removed giving equitable access to resources, mentorship and networks for those from marginalised backgrounds. The sector therefore needs to develop a collective understanding of how to effectively build inclusive cultures where diverse research communities can thrive.</p> <p>Our EDI Sharing Hub (EDISH) will shape a more inclusive landscape for Engineering and Physical Science (EPS) research by embedding a research-informed practical and innovative approach to EDI practice within the EPS sector. We will address longstanding systemic issues within research culture, policy and practice by creating collaborative spaces that empower the sector to challenge, develop and improve its EDI landscape. The EDISH will be a catalyst for positive change, supporting EDI communities of practice to flourish and upskilling the EPS sector in EDI evaluation.</p> <p>Led by a partnership of universities with significant EPSRC research strength, EDISH is firmly rooted in the EPS disciplinary space. Not only will EDISH better integrate EDI best practice within engineering and physical sciences research, but we will use the hub to apply emerging</p>	

EPS innovation to EDI – exploring the potential of robotics, artificial intelligence and virtual reality to improve inclusivity.

EDISH is designed to provide leadership and promote good practice across the EPS community. It will bring together experienced EDI leaders in academic (from Early Career Researcher to Pro Vice Chancellor), technical and professional services roles, drawn from across a range of different universities, businesses and learned societies with EPSRC and EDI strength.

EDISH will embrace diversity of thought and experience and be open and inclusive in all its operations - from governance to event delivery, communications to funding decisions. It will foster collaboration across industry, learned societies and higher education institutions, supporting creativity and practice sharing to make a positive difference for the EPS research sector.

The key aims of the hub:

- Build connections and communities between EDI practitioners and experts across the EPS sector
- Influence and support the effective creation of EDI best policy and practice and disseminate this sector-wide through novel and engaging methods
- Facilitate community-led identification of key EDI priorities and collective creative problem-solving
- Deliver pilots of innovative EDI practice, test initiatives in new contexts and scale up effective EDI interventions across the EPS sector
- Upskill the engineering and physical science sector in EDI evaluation

EDISH will work in partnership across the EPS research sector, including Higher Education, industry, learned societies and special interest groups. The interventions, policies and practices it develops will specifically address EDI challenges within the EPS research community. It will provide strong and novel mechanisms for practice sharing, facilitate solution co-creation and influence the inclusivity of EPS research sector wide.