## Inclusive Leadership and Diverse Research Cultures

Target audience: research staff and academic staff

Timings: 9.30-12.45

Participants: 35

Groups of 5, mixed discipline and career stages

### Objectives:

* To participate in discussions on EDI within the research culture and environment
* To explore the role research leaders play in ensuring good research culture practices
* To explore EDI definitions, legal definitions and deeper understanding of protected characteristics and explore other characteristics that are affected within the research environment
* To explore the broader themes of EDI within research, research teams, environment and research impact

### Programme

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| **Time** | **Duration** | **Content** | **Who** | **Resources** | **Output** |
| 9.30 | 10 min | Welcome, introduction, learning objectives, ground rules. | Victoria |  | Set groundrules and expectation.  Positive actions |
| 9.40 | 10min | Flash talk on to provide context.  EDI -equal, diverse and inclusive research and research cultures | Maria |  |  |
| 9.50 | 15 min | Group setting- set up groups  Pre-task: reflections with others (5 minute discussion)  What do you want to get out of morning’s session? Set expectations. | Victoria |  | Note of flip chart  Individual’s expectations for the session |
| 10.05 | 10 min | Discussion about card set 1: Definitions, legal definitions  In groups  Look through these cards and discuss the definitions provided. Consider both the wider context and also within your own research | Victoria | Flip chart paper  Pens  Yellow and black | Note of group discussions |
| 10.15 | 15 min | Discussion about card set 2:  Protected Characteristics and other characteristics  In groups | Maria | Flip chart paper  Pens  Blue and green | Note of group discussions |
| 10.30 | 10 min | What’s missing from these definitions?  Reflect and make notes on flip chart- what’s missing in the definitions, protected and other characteristics | Maria | Flip chart paper  Pens | Note of group discussions |
| 10.40 | 20 min | Groups debrief from original discussions | Victoria |  |  |
| 11.00 | 15 min | Break |  |  |  |
| 11.15 | 15 min | Discussion about card set 4:  Uncomfortable Questions |  | Flip chart and pens  brown | Note of group discussions |
| 11.30 | 15 min | Discussion about card set 5:  Scenario: Inclusion and Exclusion, Activity and Context cards  Select 2-3 cards from the ‘complications’ and discuss the prompts  Probe- use protected characteristic card select at random to explore specific scenario | Victoria | Flip chart and pens  Orange and mauve  Use Protected and other characteristics as prompts -specific scenario | Note of group discussions of 4 categories in context of chosen protected characteristic |
| 11.45 | 10 min | Discussion about card set 6:  Complications  Select 2-3 cards from the ‘complications’ and discuss the prompts | Victoria | Flip chart and pens  Indigo | Note of group discussions  Note cards rejected from discussion |
| 11.55 | 15 min | Discussion about card set 7:  Approach and measures of success  Select 2-3 cards from the ‘complications’ and discuss the prompts  Probe- use protected characteristic card select at random to explore specific scenario |  | Teal and violet  Use Protected and other characteristics as prompts -specific scenario | Note of group discussions |
| 12.10 | 20 min | Groups debrief for post-break discussions  -lessons learnt  -Q&A  To include  Individual reflection time:  Relevance to my own leadership and research area  Reflect on group discussion within own context. Is there anything you need to explore, anything you’re not sure about in own context | Both |  | Consolidating group conversations.  Drawing group discussions into own context |
| 12.30 | 10 min | Session debrief | Both |  |  |
| 12.45 |  | End |  |  |  |

### Pre-session reflection task

What do you understand by:

"Equality, Diversity and Inclusion in your current work environment and in the context of research leadership"​

You may wish to consider:​

* Your definitions​
* Challenges/Barriers​
* Known successes​
* Institutional/Faculty/School/Department​
* KPIs and initiatives​

### Welcome/Intro points to cover

* This morning’s session will utilise some EDI cards to facilitate discussions around EDI in the research and innovation context. These cards have been created at the University.
* Before the break we’ll explore some common definitions in groups. Following the break you’ll be using the cards and their prompts to delve deeper into EDI matters.
* Throughout the morning we ask that in your groups you keep notes on the headlines from your discussions which we will invite you at the end of each section to feed back to the plenary.
* At the end of the morning, there will be time for you to reflect on your own research context and projects. The HO, may also facilitate you to keep a personal record of any points that you think may need action in your own space. (HO is an A4 of 4 quadrant image from guidance doc page 12).