



## Inclusive research roadmap – alternative format

### Idea

- Have you considered which groups will be affected by the research?
- Have you considered the historical and social context of the research?
- The Government of Canada has a wide range of advice on how you can [embed EDI in your research plan](#).

### Planning

- How will you ensure a diverse range of perspectives is considered?
- Will the project be run according to EDI principles and be accessible for your colleagues and stakeholders/participants?
- E.g. do you have flexible work patterns for parents or carers? Are all events and meetings accessible?
- Completing an [Equality Impact Assessment \(EIA\)](#) can help you to prompt your thinking on how your work may impact different protected characteristics, and how you can plan to mitigate any potential negative impact.
- Advice on how to consider EDI in the planning process of a project is [available here](#).

### Application

- Have you considered costing inclusive accommodations, e.g. cost of travel, flexible work hours?
- Have you written with sincerity or simply copy and pasted from funders' websites and/or the University's EDI strategy?
- A talk on how to embed EDI in funding applications given by Dr Rebecca Barnes for NIHR is [available here](#).

### Recruitment

- Have you considered the barriers to applying for the role?
- Is the language in the job advertisement inclusive and encouraging?
- Is the interview process accessible?
- The University of Nottingham has a wide range of advice and guidance on its' [inclusive recruitment policy](#).



## Management

- How will you support your team members?
- Are you offering mentorship?
- Are you inviting all members to opportunities for professional development?
- Do your team mates feel supported?
- The Government of Canada has advice and guidance on how best to create [an inclusive and supportive research team and environment](#).

## Community engagement

- Have you considered the wider impact of your research on the community?
- Have you got a plan of how to engage with community leaders?
- Do you have contacts/colleagues who can assist you with community engagement?
- How will you engage with the local community?
- *Engaging with local communities globally: 'UNICEF's Minimum quality standards and indicators in community engagement'*
- *Engaging with local communities in the UK: 'UK Standards for Public Involvement'*

## Data collection

- Does your research involve human participation - e.g. surveys, studies, advisory boards?
- If yes, have you considered the characteristics of your participants, e.g. race/sex?
- Are you gathering data from a diverse pool of participants?
- If this would not be appropriate, can you justify why it's not?

## Data guidance:

- Guidance from the NHS on '[Increasing Diversity in Research Participation](#)'
- Guidance from AdvanceHE on [the collection of diversity monitoring data](#)
- Clarification on [Patient and Public Involvement and Engagement \(PPIE\)](#)

## Conclusions

- Are you evaluating the EDI impact of your findings?



- Have you consulted with a diverse range of perspectives when reaching your conclusions?
- Have you considered the social impact of your findings?
- The [NSERC](#) provides effective reflective questions regarding how to consider EDI in the analysis and interpretation stages of your research project, as well as providing effective real-world examples of how this can be done effectively.

## Communication

- Are the findings of your research of public interest?
- If so, how will you engage with the public in sharing these findings?
- Have you considered how to communicate your findings in an inclusive way?
- Have you considered the social consequences of your findings?
- The [NSERC](#) provides effective reflective questions regarding the importance of EDI in the dissemination of results, with real-world examples of effective inclusive dissemination plans.