



## Wellcome Trust Institutional Funding for Research Culture

The External Voice in Defining an Engaged and Inclusive Institutional Research Culture: Engaged & Inclusive Research Culture Alliance (ERICA)



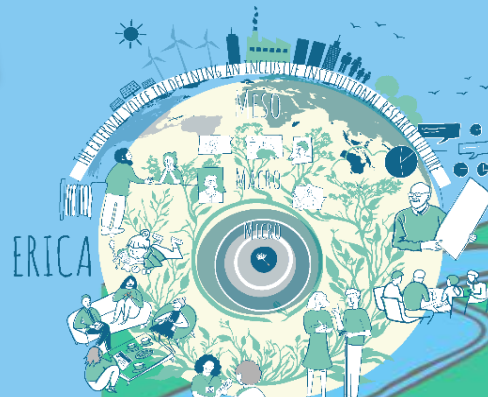
A TRADITION OF  
INDEPENDENT  
THINKING



# Engaged and Inclusive Research Culture

The overall objective of ERICA is to advance research culture in University College Cork (UCC) beyond our current practice, through mobilising *engaged research* as a mechanism to catalyse and accelerate deep transformation across the institution.

Our approach is to enable the voices of excluded external communities in the co-design of actions leading to engaged and inclusive research culture excellence, including a novel Community Led Research Scheme, a first for Ireland.



## UCC Lead & Co-Applicants



Coláiste na hOllscoile Corcaigh  
University College Cork, Ireland



LEAD APPLICANT: Prof John O'  
Halloran: UCC President

Co-Applicant: Prof John F Cryan  
UCC Vice President for Research & Innovation



Co-Applicant: Prof Maggie O'Neill:  
UCC Director of Collective Social Futures

Co-Applicant: Dr Martin  
Galvin: UCC Head of  
Research Culture,  
Engagement and Impact



# External Co-Applicant Health Research Charities Ireland

Health Research Charities Ireland (CEO Avril Kennan)



# External Co-Applicant British Science Association



CEO BSA – Hannah Russell



BSA Trustee and UCL Vice-President  
for Policy, Partnerships & Impact –  
Sarah Chaytor



Director of  
Programmes –  
Gill Riches



Head of Policy, Partnerships and  
Impact– Clio Heslop



Head of  
Grants– Chris  
Manion

# Engaged and Inclusive Research Culture

## Background

The development of our proposal is a culmination of deep engagement, with our co-applicants and collaborators, exploring the key issues that negatively affect a positive research environment.

The power dynamic of higher education research culture impedes the meaningful inclusion and empowerment of excluded external communities in the research ecosystem, and this poses a specific challenge for positively enculturating Early Career Researchers (ECRs).

Our proposal sets out to address this issue in a transformative manner, informed by The Wellcome Trusts view of a healthy research environment as encompassing cultures and behaviours that create research that is inclusive in design and practice, ethical and engaged.



# Engaged and Inclusive Research Culture

We have identified a power dynamic in research culture that places barriers around the meaningful empowerment of excluded external communities in the research ecosystem.

- This presents a challenge to positively enculturating Early Career Researchers into a healthy research environment.
- We are embarking on a change process to shift the research power dynamic from the institution to the community and enable the voices of excluded external communities in the co-design of actions leading to engaged and inclusive research excellence.
- We are seeking to mobilise *community led* engaged research as a mechanism to catalyse and accelerate deep and lasting transformation across the institution.
- In partnership with the British Science Association and Health Research Charities Ireland, we will establish a *Living Lab*, that will provide wrap around research incubation support to community and early career researcher teams through a *Community Led Research Scheme*, co-situating early career researchers in communities to co-produce research for public policy impact.



# Engaged and Inclusive Research Culture

Covid-19 particularly highlighted significant issues regarding the lack of inclusion of excluded communities in research that informs public policy, raising significant epistemic or knowledge justice concerns.

- Given identified challenges for Early Career Researchers (ECR's), there responsibility to support them.
- *ERICA* will enculturate a positive research culture amongst this cohort, away from top-down research, to community led research.
- Provide ECRs with wrap around support to nurture a more bottom up co-productive and participatory culture.





# UCC Strategic Plan 2023-2028

**GOAL 1.4:** Transform UCC's research culture through the implementation of engaged research and open research, underpinned by academic integrity, and ethical and responsible practice.

*"Actively support staff and students to embrace a range of rigorous research approaches and methodologies that share a common interest in collaborative engaged research 'with' and 'within' society".*

**GOAL 1.1:** Embed impact mapping in our research ecosystem so that all researchers can articulate the links between their research and global grand challenges via the framework of the UN SDGs. Prioritise research where UCC can have maximum impact.

*"Ensure maximum societal, cultural and economic impact through active cross-disciplinary collaboration with our communities, across the city and region, nationally and internationally".*



# Engaged and Inclusive Research Culture



## ERICA'S 5 AIMS:

ERICA AIMS TO ENABLE SOCIETAL VOICES IN THE CO-DESIGN OF ACTIONS LEADING TO ENGAGED & INCLUSIVE RESEARCH CULTURE EXCELLENCE

- ✓ To co-create institutional change with communities
- ✓ To support community led research for public policy impact
- ✓ To institutionalise engaged & inclusive research culture excellence
- ✓ To capture & share learning on effective practices
- ✓ To co-create and sustain a community of practice



## TRANSFORMATION

LEARNING FROM ERICA WILL INFORM 'TRANSFORMATIONAL PATHWAYS' - SEEDS WE WILL SOW TOGETHER WITH COMMUNITIES TO PAVE THE WAY FOR INSTITUTIONAL CHANGE ACROSS:



## ENGAGED & INCLUSIVE RESEARCH CULTURE ALLIANCE



## COLLABORATION

A 'LIVING LAB' WILL SUPPORT AN 'INCLUSION BY DESIGN' APPROACH OR A METHODOLOGY FOR COLLABORATING WITH COMMUNITIES TO DESIGN THE ENGAGED & INCLUSIVE RESEARCH CULTURE FUTURE WE WISH TO SEE.



## WITH COMMUNITY WORK-PACKAGE STRUCTURE

1. MICRO-LEVEL: ENABLING ENGAGED & INCLUSIVE RESEARCH
2. MESO LEVEL: INSTITUTIONALISING EXCELLENCE
3. MACRO-LEVEL: PUBLIC POLICY IMPACT
4. EVALUATION & DISSEMINATION
5. COMMUNICATIONS & PROJECT MANAGEMENT

# Engaged and Inclusive Research Culture

ERICA's research programme centres around five interconnected aims.

- To co-create institutional research culture change *with* communities through enabling societal voices in the co-design of actions leading to engaged and inclusive research culture excellence.
- To support community led research for public policy impact.
- To institutionalise engaged and inclusive research culture excellence.
- To capture and share learning on effective practices for engaged and inclusive research culture transformation.
- To co-create and sustain a Community of Practice (COP).



# Engaged and Inclusive Research Culture

## Living Lab

A focal point for ERICA is the establishment of a Living Lab, which is an *Open innovation method* for co-creating, testing, validating and accelerating the innovations intended in the ERICA initiative. Using Living Labs co-creation processes, we will bring together community members, and researchers to pilot, test and evaluate a new way of funding research that connects excluded communities with researchers for public policy impact.



# Engaged and Inclusive Research Culture

## Living Lab

Integral to our approach is learning from the BSA and their experience in developing and implementing community led research, and also creative design support from socially engaged artists Think Visual. Professor Per-Anders Hillgren, an international expert in interaction design from the University of Malmo, will support the Living Lab and its co-creation processes.



# Engaged and Inclusive Research Culture

1

A *research-incubation* approach will provide targeted support to community groups to enable their engagement in research agenda setting. In a *first stage*, we will issue an open call to community groups for research ideas, in partnership with the HRCI, and reviewed by an Independent Panel. We will support this call with accessible high-impact communications.



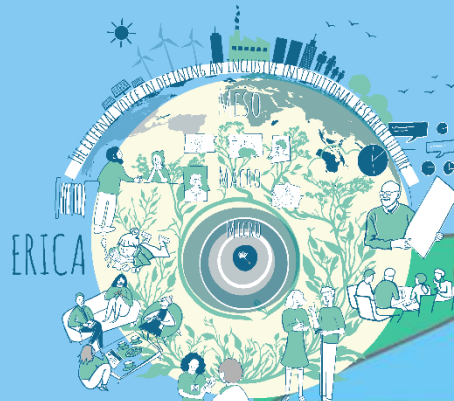
TAKE  
ACTION



# Engaged and Inclusive Research Culture

2

In a *second stage*, the development of community led research initiatives will be supported by *Grants* and '*Wrap around Support*' to enable the research ideas through engagement with UCC researchers. In parallel, we will recruit ECR's via an open application, bringing them into a carefully supported and mentored process. *Community Site Visits* involving 'walking methods' will bring selected ECR's into the community to engage first hand with the community generated research ideas.



# Engaged and Inclusive Research Culture

3

In a *third stage*, communities and ECR's will receive research partnership creation supports, from an Education and Public Engagement Officer, acting in a knowledge brokering role, to support co-generated study designs, and co-written project proposals that have strong participatory foundations. As the research initiatives emerge, Policy Roundtables with policy makers in community settings will build mutual awareness of policy priorities areas for collaboration and knowledge exchange.





# Engaged and Inclusive Research Culture

## Community of Practice (COP)

Using the Living Labs co-creation processes, we will bring together community members, and researchers to co-design a Community of Practice (COP). This will facilitate cohort learning and support, sharing of expertise across the ERICA Alliance.

A specific focus of the COP will explore what community led and researcher supported knowledge co-production looks like in an Irish policy engagement context.

Policy Workshops will draw on our co-applicant's, Sarah Chaytor's (BSA/UCL) leadership, in order to support use of evidence - including that drawn from communities and lived experience - in policymaking towards establishing a Policy Knowledge Brokering Forum that is inclusive of communities and early career researchers.



# Engaged and Inclusive Research Culture

## Researcher Education

A micro-credentialed CPD series in engaged and inclusive research, co-designed and co-taught with community will be developed, and become a requirement for academic promotion for all ECR's and all incoming ECR's.

World Café Events open to all research staff and postgraduate researchers, will mainstream engaged and inclusive research culture CPD institution wide. A Virtual Learning Hub will provide practice toolkits, learning materials and guidelines, supported by high quality Webinar events.



# Engaged and Inclusive Research Culture

## Evaluation

We will commission an independent formative evaluation underpinned by a Theory of Change and Logic Model. It will analyse the *social impact* of the Community Led Research Scheme. An Expert Advisory Group (EAG), inclusive of community, will review the evaluation results and support recommendations and roadmaps.

An interim results Seminar and Final International Conference entitled *Engaged and Inclusive Research Culture Futures* will share results with a wide range of research ecosystem actors including community, researchers, research support staff, university leadership, and policy makers in Ireland, the UK and Europe.



# Engaged and Inclusive Research Culture

We have identified four areas of impact towards engaged and inclusive research culture excellence.

- **Research Practice:** Broader participation in research through community generated research agendas and co-produced evidence for public policy.
- **Researcher Education:** Accelerated skills, resources, leadership, and learning capacity for positive research culture change.
- **Research Support & Infrastructure:** Engaged and inclusive impact culture at all levels with bottom-up transformation enabled by societal voices.
- **Research Policy & Assessment:** A community enabled research culture institutional model that is replicable and scalable.



# Engaged and Inclusive Research Culture



# THANK YOU

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