



**QUEEN'S  
UNIVERSITY  
BELFAST**

# **EDI in Research Action Plan (2023-26)**

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16 May 2024

All-Island Research Culture Conference

**SHAPING A  
BETTER  
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SINCE 1845**

# Background

- QUB Equality Scheme Action Plan (2018-23) and EDI Policy (2020) but no specific ED&I in Research policy
  - Growing expectation within research community to address sector-specific EDI challenges
- Increasing focus on EDI by Government and major UK funders
  - Wellcome Trust Research Culture Report (2020)
  - UKRI EDI Strategy (2023)
  - Vitae Research Culture Framework (2024)



# Our approach...

Develop University EDI in Research Action Plan to embed equitable practices in our work:

- Phase 1: Pre-award (2023-24) – implemented
- Phase 2: Post-award (2024-26) – under development

# Phase 1: Pre-award (2023-24)

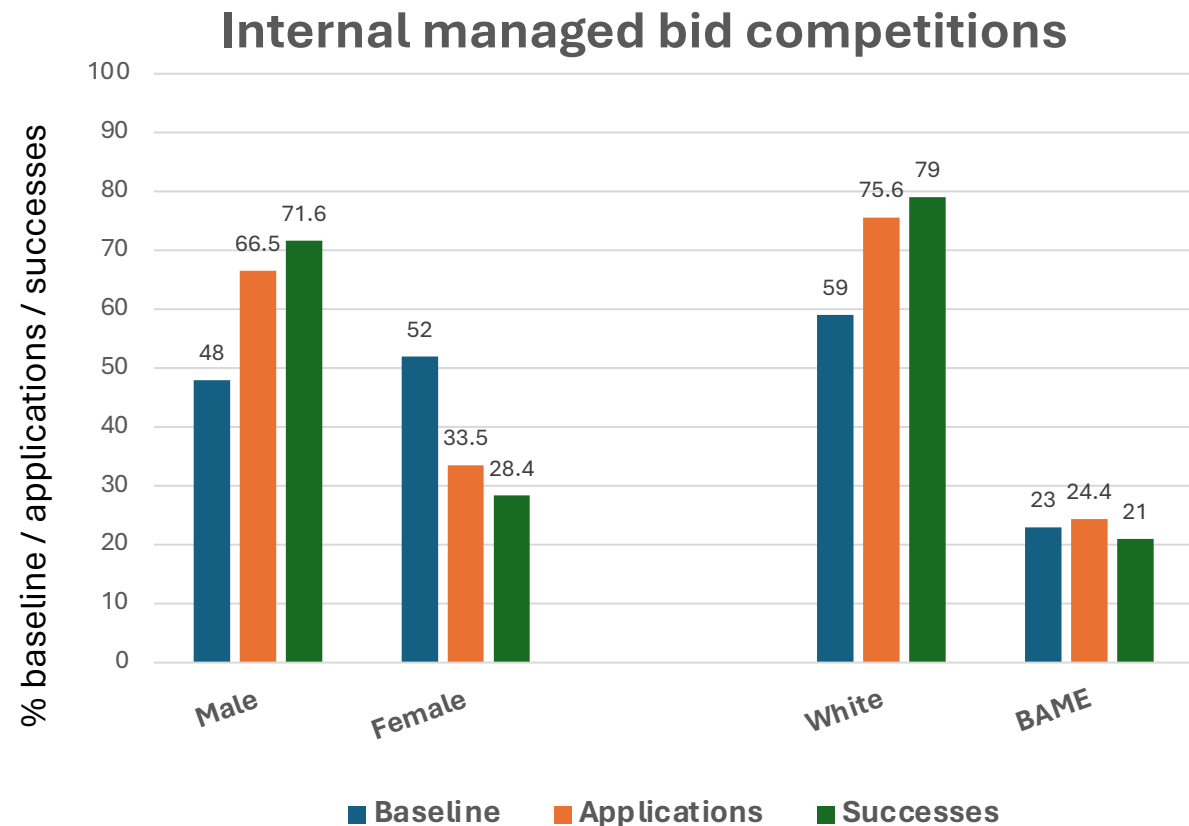
## Things we looked at:

- **Managed bid competitions**
  - For schemes where external funders ask the University to manage numbers of applicants put forward
  - Includes number of high-profile, prestigious opportunities
- **Applications and awards from internal pots of funding**
  - Agility Fund
  - UKRI Impact Accelerator Accounts (IAAs)
  - Faculty (non-R&E) pots of funding (e.g. Strategic Research Equipment Fund)

# Managed bid competitions

## Historical data (2019-22)

- Fewer applications from underrepresented groups compared to QUB baseline
- Lower success rate, when they do apply
- Intersectional candidates – particularly disadvantaged (e.g. no female BAME successes)



# Phase 1 (pre-award) Action Plan 2023-24

- Area 1: Investigate the barriers
  - Improve data collection
  - Consultation with the user community
- Area 2: Enable equitable research
  - Highlight our EDI values and aspirations
  - Improve communication around dissemination of opportunities, guidance docs, events
- Area 3: Embed inclusive practices
  - Equality screening of procedures
  - Procedures to ensure fair decision making internally
- Area 4: Work with funders and HEI community
  - Stay informed of sector developments and best practice
  - Ensure 2-way communication – feedback to funders, since funders are also learning

# Phase 2: Post-award (2024-26)

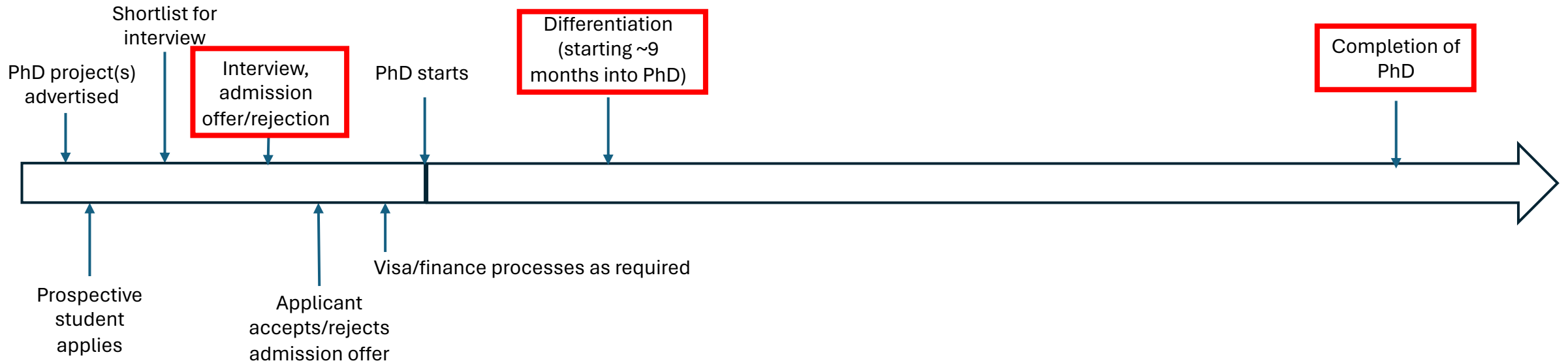
## Things we looked at:

- Recruitment into grants and awards
  - Students (PhDs, with a focus on cohort doctoral grants)
  - Staff (PDRAs, technicians)

## Things we will look into:

- Access to infrastructure (core facilities, equipment)
- Publications and other outputs
- Career development and progression

# The PGR journey...



- Checkpoint 1: Applications and offers
- Checkpoint 2: Differentiation
- Checkpoint 3: Completion



7 protected characteristics



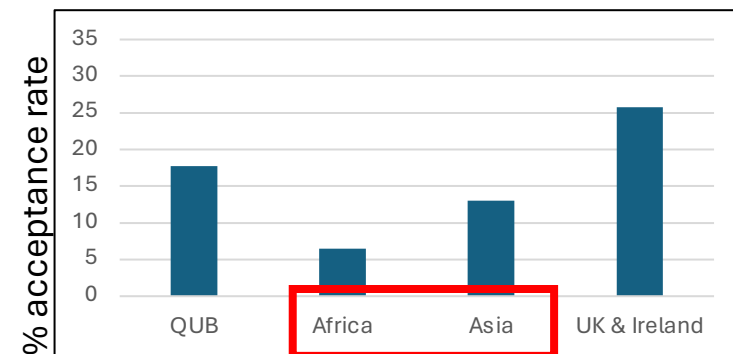
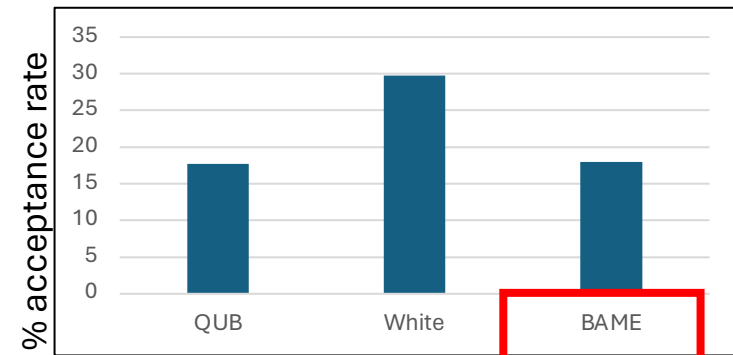
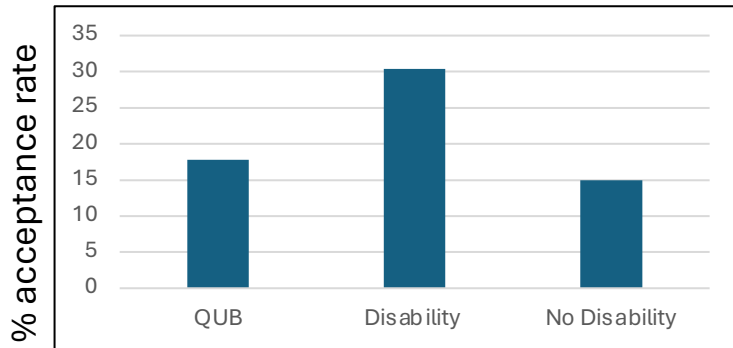
Intersectional areas where further investigation necessary

**Aggregate data from 2018-19 through 2022-23**

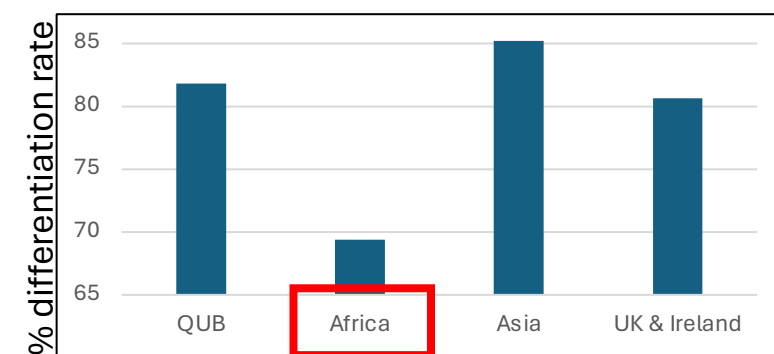
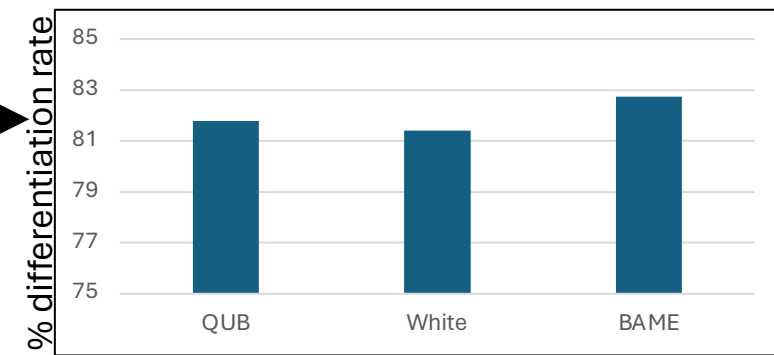
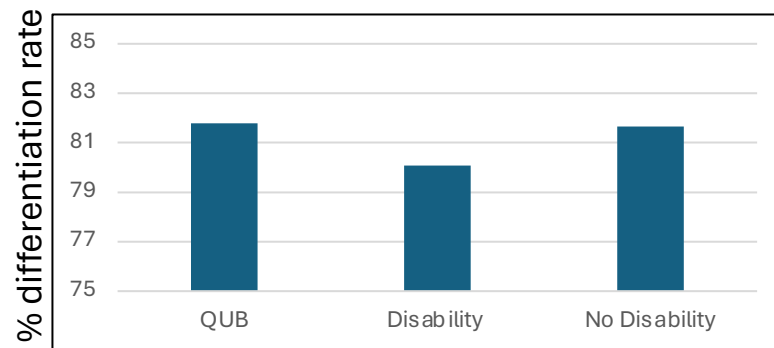


# Areas for further investigation... (1)

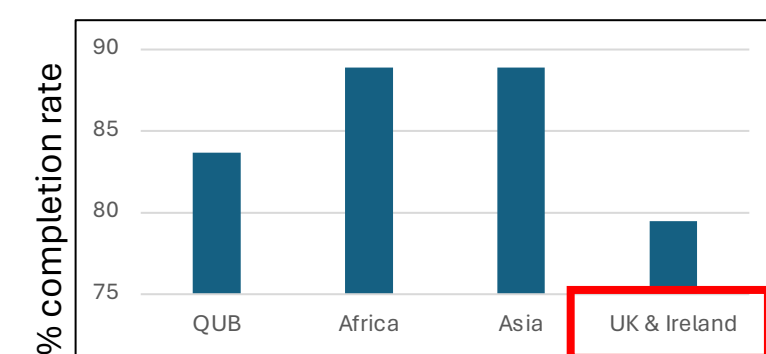
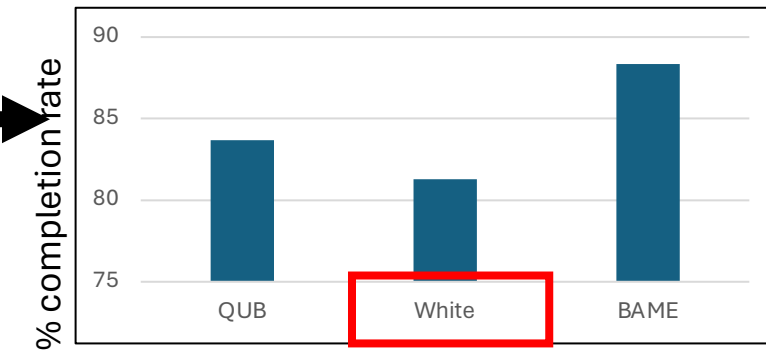
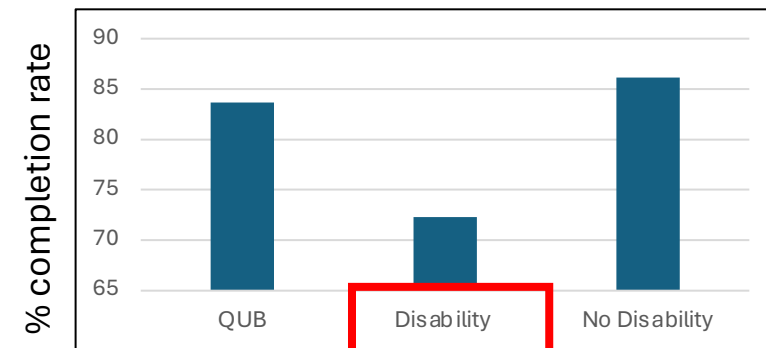
## Checkpoint 1 (acceptance)



## Checkpoint 2 (differentiation)

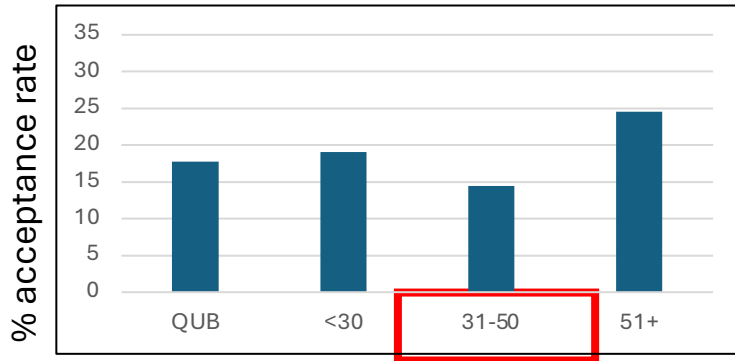


## Checkpoint 3 (completion)

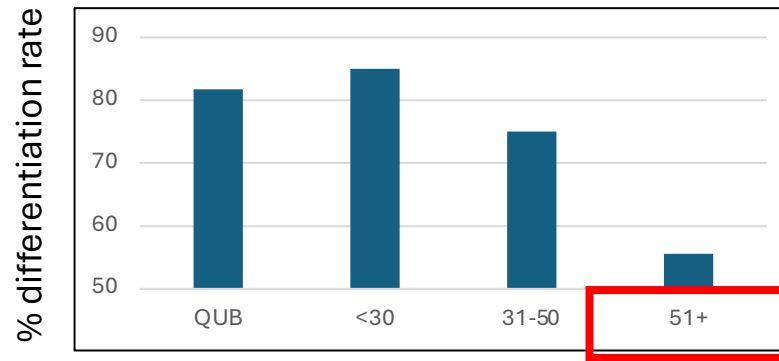


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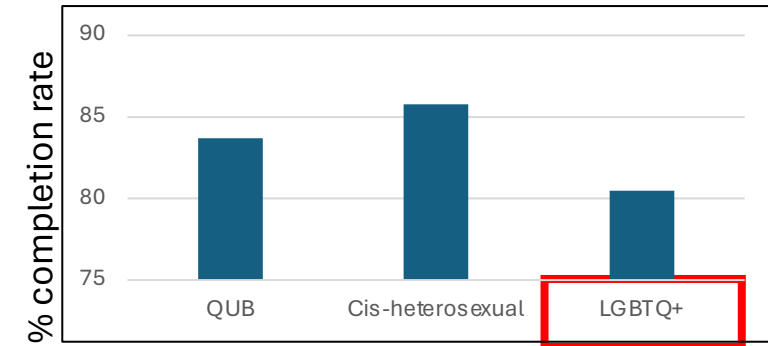
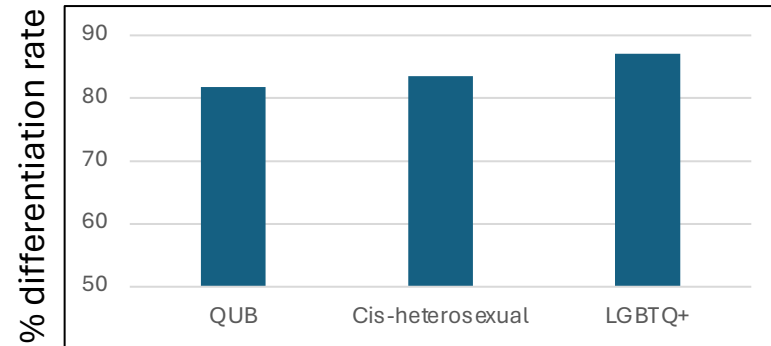
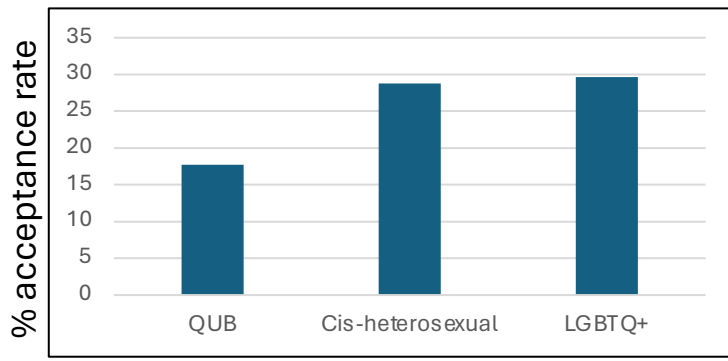
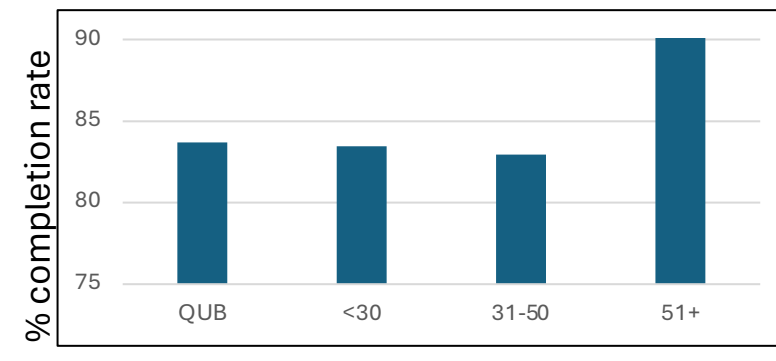
**Checkpoint 1  
(acceptance)**



**Checkpoint 2  
(differentiation)**



**Checkpoint 3  
(completion)**



# Future Directions

- Monitor Phase 1 Action Plan against KPIs; maintain a "living" plan
- Provision of externally delivered EDI Training for researchers
- Complete intersectional PGR analysis for Phase 2
- Complete infrastructure access, publications, and progression investigations for Phase 2
- Develop and implement strategies towards a robust Phase 2 Action Plan

Thank you

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Questions?