EDI Hub +

Event code of conduct

The EDI Hub + is dedicated to providing a **harassment-free experience for everyone**, regardless of gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion (or lack thereof), or technology choices.

We do not tolerate harassment of event participants in any form. Abusive language or imagery is not appropriate for any venue or online space, including talks, workshops, parties, social media and other online media. Event participants violating these rules may be expelled from EDI Hub + events at the discretion of the event organisers.

Asking questions

During the session, participants can use the **Teams Q&A function** to share questions with the speakers. The questions will be responded to at the dedicated Q&A session. Any questions not answered will be shared with the presenters and we will send an FAQ document after the event addressing all questions.

If the Teams Q&A function is not accessible for you, please send your question to **edihubplus@leeds.ac.uk**.

Accessibility

You can activate closed captions by clicking on the three dots at the top of your Teams screen, and selecting Language and Speech, then 'Show Live Captions'.

EDI Hub + Launch Webinar
Agenda

Opening

Prof. Charlotte Deane, EPSRC Executive Chair.
Prof. Nick Plant, Deputy Vice-Chancellor: Research and Innovation, University of Leeds.

EDI Hub+ presentation

Overview – Prof. Louise Jennings, University of Leeds
Engaging with the community

- Prof. James Richards, Heriot-Watt University
- Dr. Katherine Deane, UEA
- Prof. Lisa-Dionne Morris, University of Leeds
- Dr. Hannah Dee, Aberystwyth University
- Dr. Jen Jennings, University of Bristol
- Prof. Margaret Morgan, Ulster University

Q&A session

Chair: Prof Vania Dimitrova   Facilitator: Dr Lee Mason

EDI Hub+

Sharing and Implementing Equality, Diversity and Inclusion Practices

for **Sustained Transformation**

in the Engineering, Physical and Mathematical Science

Research and Innovation Community

Website: https://edihubplus.ac.uk/

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EDI Hub+ Core Team

Prof Udy Archibong

University of Bradford

Project Co-Lead

in

EDI lead for the Hub; contributes to WS4

Dr Elaine Brown

University of Bradford

Project Co-Lead

in

Leads WS4 – Unmet Needs and co-creation, contributes to WS5

Dr Katherine Deane

University of East Anglia

Project Co-Lead

in

Engagement-champion: disability, medicine, SE England, contributes to WS1, WS4

Dr Hannah Dee

Aberystwyth University

Project Co-Lead

in

Engagement-champion: gender and sexuality, learned societies, Wales, contributes to WS1, WS6

Prof Vania Dimitrova

University of Leeds

Joint Project Lead

in

WS2 – EPMS Resource Centre lead, WS7 -Project management lead, contributes to WS5

Dr Lisa Hill

Newlands Consulting & Consultancy Ltd

Project Co-Lead

in

Leads WS5 – Flexible-Fund, contributes to WS3 and WS6

Prof Louise Jennings

University of Leeds

Joint Project Lead

in

Leads WS1 – Build network, WS7 – Project management lead, contributes to WS6

Dr Jennifer Jennings

University of Bristol

Project Co-Lead

in

Engagement-champion: professional services, SW England, contributes to WS1, WS6

Dr Lee Mason

University of Leeds

Project Co-Lead

in

Partner engagement, project management advice – WS1, WS5

Prof Dorothy Monekosso

Durham University

Project Co-Lead

in

Leads WS6 – Partnerships Building, contributes to WS1

Prof Lisa-Dionne Morris

University of Leeds

Project Co-Lead

in

Engagement-champion: race & ethnicity, not-for-profit links, N England, contributes to WS1, WS4

Dr Bharat Pokhrel

University of Leeds

Project Co-Lead

in

Support for policy engagement and links with EPSRC – WS1, WS6

Prof James Richards

Heriot Watt University

Project Co-Lead

in

Engagement-champion: neurodiversity, EDI caucus, Scotland, contributes to WS1, WS3

Dr Cristina Tuinea-Bobe

University of Bradford

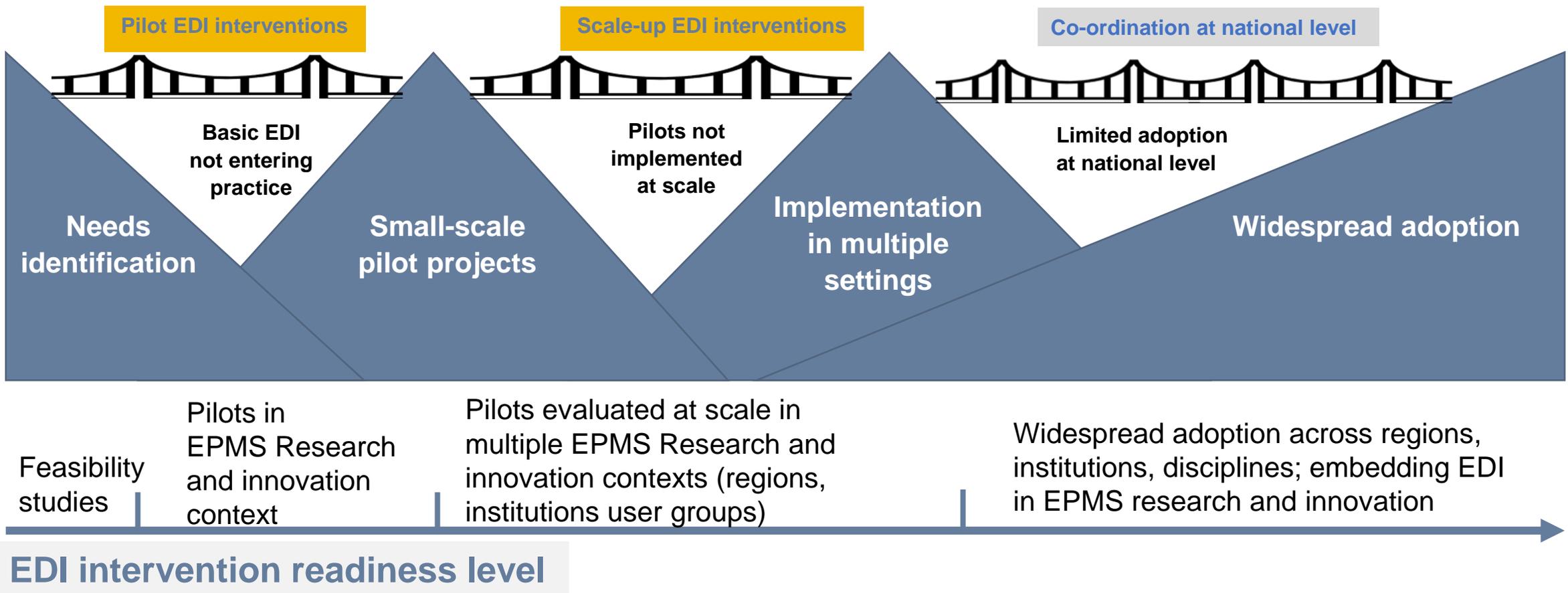**Research Support**

in

Contributes to WS4 and WS5

Prof Paul Walton

University of York

Project Co-Lead

Leads WS3 – EDI Indices, contributes to WS1

EDI Hub+ Vision

Pilot EDI interventions

Scale-up EDI interventions

Co-ordination at national level

Basic EDI not entering practice

Pilots not implemented at scale

Limited adoption at national level

Needs identification

Small-scale pilot projects

Implementation in multiple settings

Widespread adoption

Feasibility studies

Pilots in EPMS Research and innovation context

Pilots evaluated at scale in multiple EPMS Research and innovation contexts (regions, institutions user groups)

Widespread adoption across regions, institutions, disciplines; embedding EDI in EPMS research and innovation

EDI intervention readiness level

Engaging with the broad EPMS community to identify and share good practice,
determine unmet needs, and adopt successful models for crossing "the valley of death,"
we will support progressing interventions on the journey towards widespread implementation and adoption.

EDI Hub+ Scope: Three Core Themes

Career Pathways | **Research funding and processes** | **Organisational Culture**

EDI Hub+ Scope: Three Core Themes

| Career Pathways | Research funding and processes | Organisational Culture |

Ensure that everyone receives the best possible support in their chosen career.

Possible topics include (but are not limited to):

- Attracting diverse doctoral students, and removing barriers to doctoral study for underrepresented groups.

- Making the transition to an academic career attractive and open to everyone.

- Providing support at key career transitions to address the 'leaky pipeline'.

- Making broader research and innovation roles (e.g., RTPs, RSEs) more attractive and empowering.

- Supporting cross-sectoral transitions (e.g., into / out of academia and industry).

- Growing diverse leadership in research and innovation.

EDI Hub+ Scope: Three Core Themes

Career Pathways	Research funding and processes	Organisational Culture

Ensure that everyone has an equitable opportunity to secure funding.

Possible topics include (but are not limited to):

- Inclusive pre-submission selection practices and demand management in academic institutions.

- Reducing the burden for specific groups, such as disabled people.

- Inclusive practice within EPSRC investments (i.e., EPSRC grants operating their own flexible fund).

- Trialling and evaluating alternative approaches to:
  - calls for proposals,
  - application processes, and
  - the assessment of applications, including alternative approaches to peer review.

EDI Hub+ Scope: Three Core Themes

Career Pathways | **Research funding and processes** | **Organisational Culture**
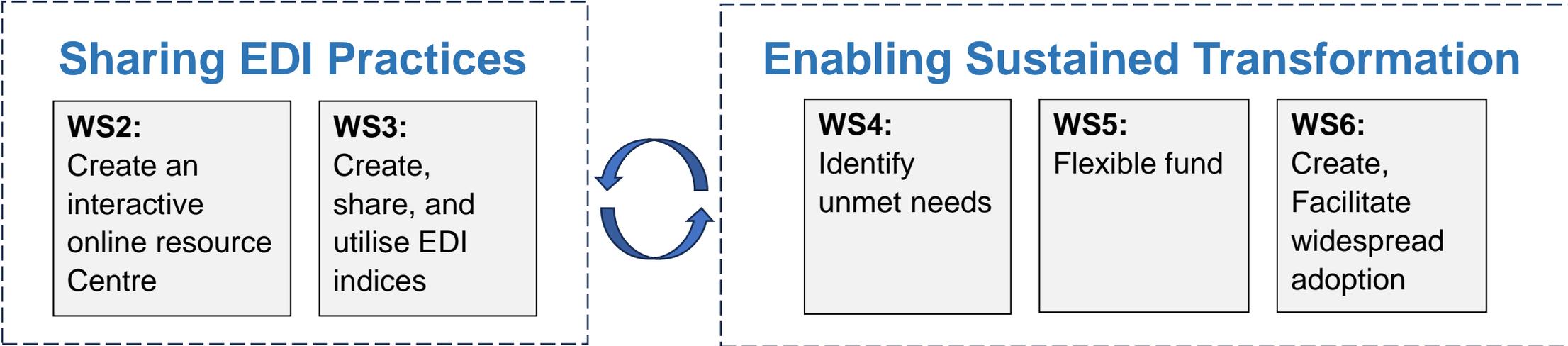
Ensure that Engineering, Physical and Mathematical Sciences workplaces are inclusive, accessible, and welcoming for everyone.

Possible topics include (but are not limited to):

- Making our physical and virtual workspaces inclusive and accessible – with specific emphasis on research labs.

- Adopting equitable work-life balance approaches, supporting 'family-friendly' or 'care-friendly' policies.

- Ensuring everyone's participation in the research and innovation system is fully recognised.

- Challenging harassment and micro-aggression, becoming active bystanders.

EDI Hub+ Approach: Seven Workstreams (WS)

WS1: Build a broad network

Sharing EDI Practices

WS2:
Create an interactive online resource Centre

WS3:
Create, share, and utilise EDI indices

Enabling Sustained Transformation

WS4:
Identify unmet needs

WS5:
Flexible fund

WS6:
Create, Facilitate widespread adoption

WS7: Project management and dissemination

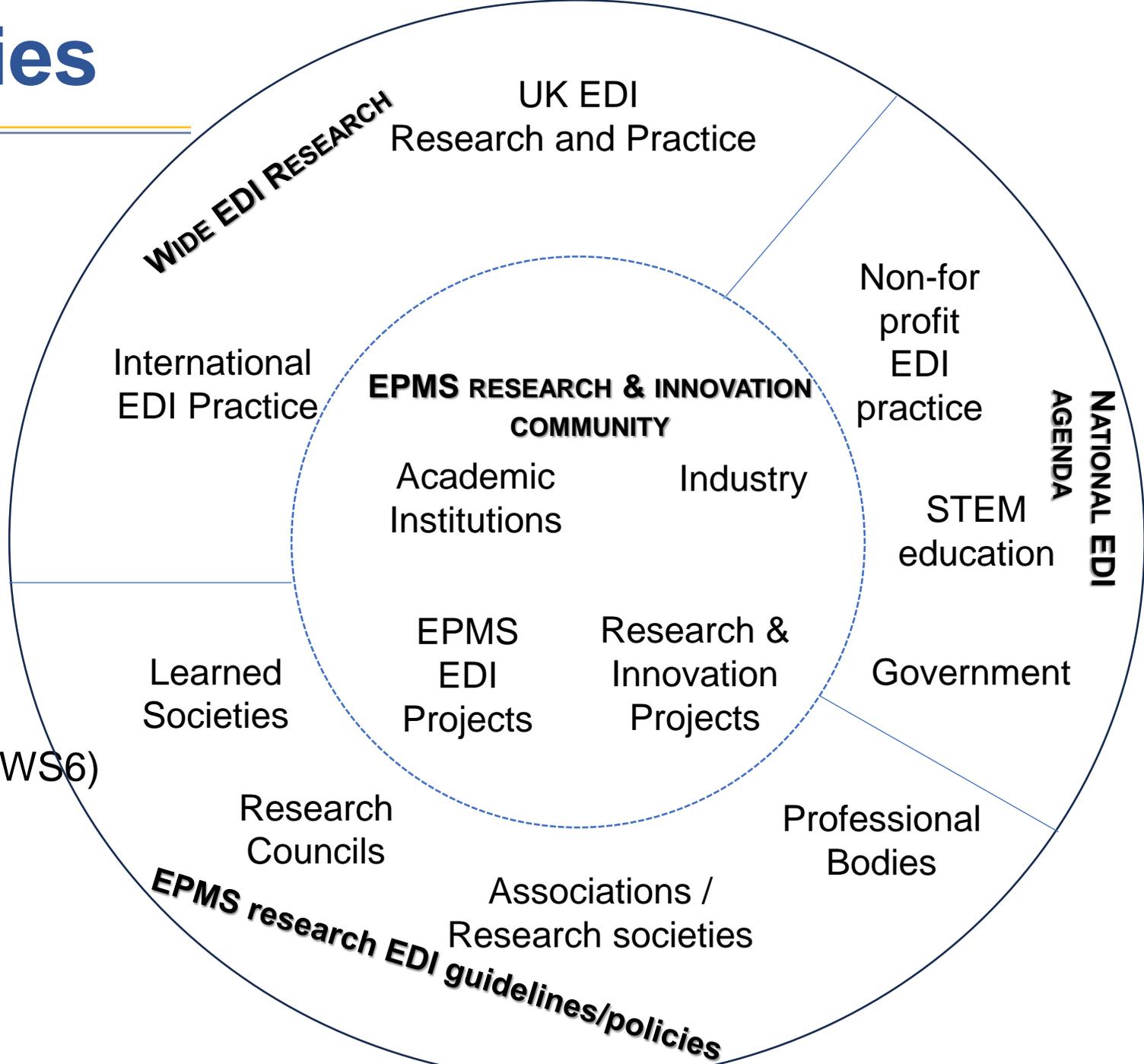# Engagement Activities

SHARING PRACTICE AND CO-CREATION

Co-creation workshops (WS2, WS4)

Webinars (WS1)

EDI Hub+ Conference (WS1)

FLEXIBLE FUND

Opportunity review panel (WS5)

SUSTAINED IMPACT

Steering committee for wide adoption (WS6)

Strategic advisory board (WS7)

Inclusion advocates (WS5)

EDI+ ambassadors (WS1)

EDI Hub+ Flexible Fund

Three different types of project:

- Pilot Projects (up to £50K)
- Scale-up Projects (up to £80K)
- Evaluation Projects (up to £30K)

Total Budget of approx. £1M

Calls will run annually:

- Round 1: 2025
- Round 2: 2026
- Round 3: 2027.

Indicative timeline

Scope of call agreed	January
Call announcement (and webinar)	March
Opportunity Review Panel recruitment	March / April
Closing date for applications	May
Opportunity Review Panel meeting	June
Outcomes communicated to applicants	June
Projects start	September

EDI Hub+ Initial Phase & Forthcoming Activities

Form the network structures

- Steering committee for wide adoption
- **EDI+ ambassadors / Inclusion advocates**

Prepare the foundations for sharing

- Conduct a review to inform EDI readiness and maturity indices
- Collect initial set of resources and create a taxonomy to facilitate search

Co-creation workshops & webinars

- **Workshops at events** organised by funders and learned societies e.g., EPSRC/UKRI CDTs, EPSRC Network Plus: Tomorrows Engineering Challenges, Isaac Newton Institute for Mathematical Sciences
- **Workshops hosted by the EDI Hub+** e.g., co-creation workshops in Northern Ireland (Ulster University), Wales (Aberystwyth University)
- **EDI Hub+ Webinars** to share best practices e.g., joint webinar with EDiCa: Disability Inclusive Careers in Engineering & the sciences; funding practices

EDI Hub+

Website: https://edihubplus.ac.uk/

Email: EDIHubPlus@leeds.ac.uk

Equality, Diversity and Inclusion Caucus (EDICa) and EDI Sharing Hub+

- EDICa
  - Research and Innovation Ecosystem
  - Workstream 1 – Career Lifecycle
  - Workstream 2 – Research Process
  - Workstream 3 – Organisation of Work
  - Flexible Fund
  - Social model of disability
  - Co-design with minoritised groups
  - Evidence-based practice EDI practice

EDI Sharing Hub+ Engagement Champion (Neurodiversity)

- Feeding into EPS communities
- Key challenges and EPS communities
- A range of routes to engagement with EPS communities