

EDICa Newsletter- Nov-Dec

EDI Caucus: Supporting UK research and innovation with evidence-based reviews of equality, diversity & inclusion practices.

Not everyone likes the moving graphics of the software we're using for the newsletter. If you would like a static PDF version of the newsletter, please click here

<https://go.hw.ac.uk/EDICa/Newsletter/2023-12>

The newsletter will always be written in plain English, however if you would like a version summarised in British Sign Language, let us know.

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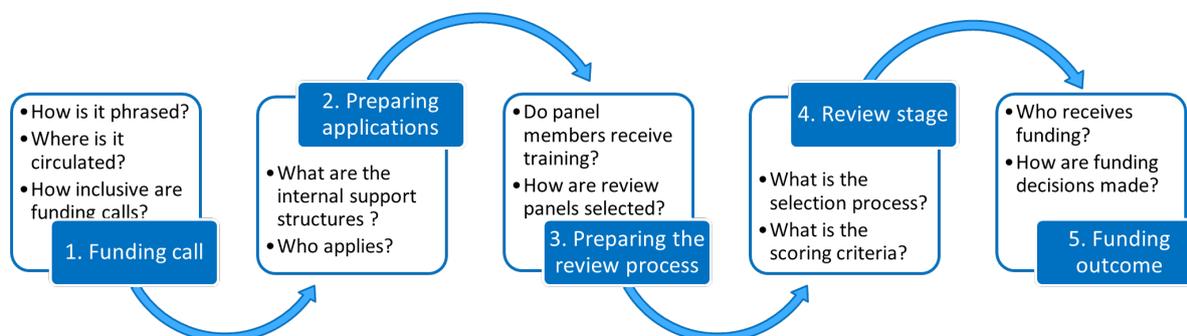
Flexible Fund Announcements

Round 1

The successful projects from the first round of the Flexible Fund have been selected and notified. We're very happy with the balance – both in terms of the focus on different kinds of methodology and the involvement of different institutions and early career researchers. We look forward to sharing the chosen projects when paperwork has been signed.

Round 2

We're pleased to share the soft launch of the second round of Flexible Funding. This round will prioritise proposals that focus on the research process. The diagram here offers one way of identifying stages in the research process relating to securing funding to support research or innovation.



Stages in the Process of Securing Funding

We welcome research that explores the diversity of voices, ideas and experiences in our research and innovation ecosystem. We are especially interested in issues that pertain to applying for or reviewing applications for research funds or the related processes of seeking publication in peer-reviewed outlets. We would particularly welcome proposals that seek to test and robustly evaluate the effectiveness of innovations or proposed changes to peer-review practices in order that we positively impact outcomes.

A couple of examples include:

- The effectiveness of guidance provided to those evaluating research bids, including research on the lived reality of enacting such guidance and evidence-based recommendations for enhancements to practice.
- Insights on the approach to evaluating proposals to guest edit a special issue of a peer-reviewed journal on an important or emerging topic.

More examples and information about the call can be found on our website at <https://edicaucus.ac.uk/flexible-fund/>

The call for expressions of interest opens **15 January** and closes **2 February**. **Submission of an expression of interest is required** before a formal proposal can be submitted as this provides the opportunity for us to offer feedback, to help shape suggestions and to avoid time and energy being invested in proposals which differ significantly from the call. Completing an expression of interest also significantly supports our efforts to recruit reviewers. The call for proposals opens 1 March and closes 15 May. Further dates can be found on our website.

The Career- Life Cycle

Interviews on menstruation/(peri)menopause at work

EDICa has interviewed more than 35 people about their experience of managing menstruation symptoms and/or (peri)menopause in research & innovation workplaces. We had a great response from a wide variety of ages, careers and workplace settings.

We continue to recruit participants who are minoritised and from atypical work settings like galleries, libraries, archives, museums, hospitals and clinics, water vessels and underwater, remote fieldwork, as well as peripatetic researchers like those visiting people's homes.

<https://edicaucus.ac.uk/menstrual-health/>

How do people deal with needing to visit the toilet more frequently, or deal with pain and discomfort? How do researchers in controlled atmospheric environments handle hot flushes?

We also continue to seek experiences from minoritised people, including LGBTQ+, racialised people and disabled people. This would provide valuable additional insight to the data we have already collected. Click here for more information and to book an interview timeslot:

<https://edicaucus.ac.uk/menstrual-health/>

The aim of this study is to remove barriers to participation and career development for those who menstruate and/or go through (peri)menopause, creating inclusive and accessible careers across the UK's research & innovation ecosystem.

Research Sites Needed for Menstrual Health & (Peri)Menopause Study

We have had several sites interesting in trialling interventions. **We continue to be open to new UK-based organisations interested in piloting menstrual health- and (peri)menopause-friendly practices and interventions.** We will co-design bespoke solutions to fit the test site. If your organisation is involved in research and innovation in the UK, and you think it could pioneer improved practices, email us at edicaucus@hw.ac.uk



The Research Process

This workstream is focusing on improving diversity literacy, understanding the lived experiences of undergoing EDI training, and reporting on the efficacy of that EDI training.

EDICa has completed an evidence review on bias in peer review.

Key findings from the evidence review include:

- Internal barriers are a major challenge before application and the review process starts. For example, how funders phrase funding calls and eligibility criteria impacts perceived eligibility to apply, and, therefore, submission rates.
- 44% of the outputs we analysed focus on gender bias in the peer review process, half of which are from the STEM disciplines; 18% concentrates on racial inequity; and 14% on institutional prestige.
- There is a gap in the knowledge and practice on the impact of personal networks on applying for funding, the amount of institutional support received at the application stage, or the funding outcome. In January we will be sharing more results from this evidence review.

The Organisation of Work

Our survey looking at **the impact Covid-19 and its lockdowns** have had on careers in research & innovation and inequalities closed. We want to thank everyone who responded.

We will shortly begin phase 2 of this study delving more deeply using qualitative methods. The indicative findings from our survey suggest the following:

Age and Career Stage/Employment Span: The relationship between an individual's age and their career stage, which significantly influences the duration of employment with their current employer, has been further affected by the COVID-19 pandemic. The pandemic has reshaped career trajectories, with older employees potentially facing different challenges and opportunities in maintaining employment or shifting careers.

Gender and Discipline/Job Security: The interplay between gender and field of work, which crucially affects perceptions of job security, has been markedly impacted by the COVID-19 pandemic. The pandemic has exposed and possibly exacerbated gender disparities in various professions, affecting job security perceptions differently for men and women. It underscores the need to consider how events uniquely influence job stability and career choices among genders, indicating shifts in workforce dynamics.

Health Conditions and Workplace Dynamics: Long-term health conditions are linked to factors like promotion opportunities and experiencing or witnessing bullying post-lockdown, and neurodivergence is related to feelings about one's job as a whole in terms of satisfaction.

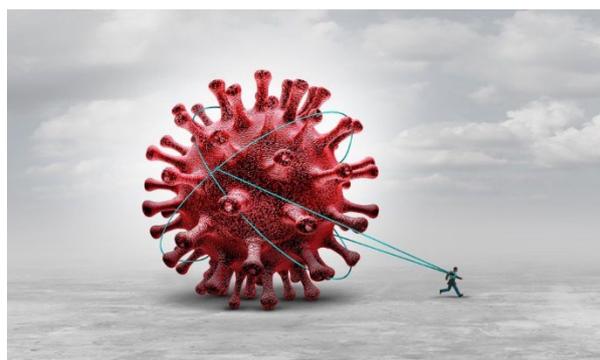
Mental Health and Organisational Support:

The discipline a person is in relates to the support they receive for mental health, indicating variations in organisational support across different fields.

Work Environment and Various Factors: The working conditions, whether in a lab or office, correlate with numerous factors like access to funding, staff management relations, job satisfaction, and perceptions of equality and inclusion.

Pay Rates, Bullying, and Harassment: There's a relationship between pay rates and job variety/satisfaction, and instances of bullying and sexual harassment post-lockdown are related to how inclusive and equitable the environment is perceived to be.

We look forward to sharing more detail once further analysis has been conducted.



EDICa Seminar

EDICa's November seminar on tools for change was hosted by EDICa's Neurodiversity Lead, Dr Clayton Magill, and featured Karen Grayson from the Royal Academy of Engineering (RAE) presenting their Diversity & Inclusion Progression Framework (<https://raeng.org.uk/policy-and-resou...>) and Dr Sarah Higginson from the Centre for Research into Energy Demand Solutions (CREDS) presenting the EDI Cube. <https://www.creds.ac.uk/the-edi-cube/>

If you missed the live seminar, you can read a summary by our Engagement Lead, Dr Catherine Souch, [here on our website](#), or catch up with the recording online [here](#). The version with BSL can be found [here](#).



Spotlight on the field

Does the Government's Disability Confident Scheme improve disability employment outcomes?

Prof Kim Hoque of King's College London, and Prof Nick Bacon of University of London – from Disability @ Work - published a briefing this month. “The government's Disability Confident scheme has been subject to little independent scrutiny. Drawing on 127,890 employee responses to the WorkL employee experience database we find that workforce disability prevalence is no higher in Disability Confident than non-Disability Confident organisations and disabled people's experience of work is no better.”



To read the full briefing click here: <https://www.disabilityatwork.co.uk/wp-content/uploads/2023/12/Disability@Work-Disability-Confident-research-brief-December-2023.pdf>

Menstruation and menstrual health in the workplace: Guide for people professionals

Written by Dr Krystal Wilkinson of Manchester Metropolitan University and Helen Burgess of Gateley Legal, and published by the Chartered Institute of Personnel and Development (CIPD), the guide

CIPD

*Championing better
work and working lives*

provides practical advice to “support any employer wanting to develop a supportive framework” for the 80% of the menstruating workforce who will experience period pain at some stage. EDICa’s literature review found that while menopause has been increasingly researched in recent years and attention is increasingly paid to improving workplaces with regards to menopause, menstruation is still under-served by research and policies. View the

full guide here: <https://www.cipd.org/uk/knowledge/guides/menstruation-support/>

Online Symposium 26 January 12:00-14:00 – Higher Education Staff Experiences During the Pandemic: Perspectives from UK, France and Finland

Organised by the Society for Research into Higher Education. For full details of speakers and to register, click [here](#). The SRHE created a network for just two years dedicated to the issues and research around Covid-19 and its impact on the global higher education sector. Find out more about the network [here](#).

Society for Research into Higher Education

SRHE

Exploring Equitable Research Careers for Disabled Researchers – recordings

If you missed the September symposium or want to review the materials, click [here](#) to find recordings, and PPT and PDF files.

Get Involved

Sign up to receive our newsletter, calls for participation and Flexible Fund:

<https://go.hw.ac.uk/EDICa/Subscription>

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