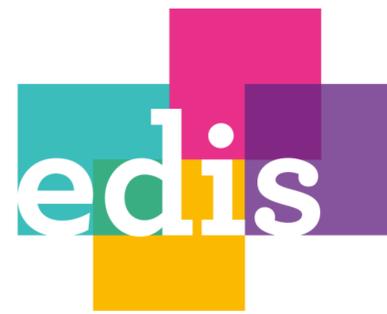


Equality, Diversity and Inclusion in Science and Health



Hosted by Wellcome, EDIS is a coalition of organisations collectively advancing equality, diversity and inclusion in science and health research

Our Vision

Our vision To build a diverse, equitable and inclusive science and health research sector. To transform how research is done, who is involved, and who benefits from its outcomes

Our Mission

Our mission We use the strength of our coalition to advance positive change in science and health research. We do this by driving collaboration and sharing learning between our members, our partners, and our community

Our Purpose

Our purpose is to transform the exclusionary cultures, values, systems and structures in science and health research. We believe that science and health research – and its benefits – should be for everyone

Strategic goals

Goal 1

Inclusive leadership is collaboratively defined and practised across the science and health research sector. Inclusive leadership is rewarded, and positive change is seen in organisational cultures and career paths.

Goal 2

A shared definition of inclusive research is developed and members are equipped to embed inclusive research principles into their work. Inclusive research is understood and practised across the science and health research sector.

Goal 3

Equality, diversity, and inclusion is embedded as an integral part of the science and health research sector. Progress is sustained through continuous policy work and collective action. Goal 4 (Operational) EDIS is a sustainable and independent membership organisation that leads by example on emerging equality, diversity, and inclusion practice.

Inclusive conferences and events

Conferences and events are important moments for career progression, sharing research, collaborations and networking. It is therefore essential that we reduce barriers to attending and contributing in order to make these key moments more inclusive. Events are also an important way to showcase role models and represent the diversity of people working in science and health research.

EDIS and its members have committed to improving how we run conferences and events through an equality, diversity and inclusion lens. We will collaborate to share good practice and work to create a wider cultural shift in the sector's approach to conferences and events.

Silent clapping

Welcome attendees replace the traditional clap with a wave of the hands. The sound of many people clapping together can be uncomfortable or painful to some autistic people and clapping may be difficult for some disabled people.



Accept mechanisms to reduce sensory issues. Request attendees not to remark on tinted glasses, ear-plugs/ defenders, headphones, or any other aids.

Aim to reduce background noise and ask attendees to try to reduce distracting noises.

Make pronoun stickers available

Consider the time of events (including length and scheduled breaks) and limitations of internet speeds and bandwidth for online events.

Communicate upfront what support is in place and how attendees (including speakers) can request any additional requirements.

Be up front about expected behaviours. Create a safer space policy to enable spaces, both offline and online, that are welcoming and respectful to everyone.

Make delegate booklets available in both a graphically designed format and a simpler large font format.

Offer financial support to attendees for travel and childcare

Evaluate the event to learn more about who was able to attend and how inclusive the event was for them to drive continuous improvement.

Expect and accept autistic behaviours such as repetitive movements or behaviours, echolalia, distractibility, fidgeting or moving about, different or impaired conversation skills, avoidance of eye contact and perseveration (obsessiveness).

Inclusive research and experimental design

Research to improve human health should aim to create equal and better health outcomes, from basic biomedical research through to clinical trials. How research is prioritised, designed and conducted can impact who it benefits. Increasing the diversity of people involved in the research cycle and the inclusivity of research design can help tackle health inequalities and improve the quality of research.

EDIS wants to take a whole systems approach to inclusive research and experimental design. Research is conducted as part of a wider system with many moving parts. Who is involved in the research process influences how inclusive the research is, while the experimental design influences who is included in the research process.

For researchers

We helped deliver 3 interactive workshops in a series on sex differences in circadian rhythms and sleep that are [available to watch online](#). Discussions explored further biological and socio-cultural factors that could be considered in this fast-moving field where research is already leading to policy recommendations, showing the importance of inclusive research design and practice.

A template for these workshops will be available so anyone in any field can start these conversations. In the meantime the prompt questions and answers from [the interactive element of this workshop series are on the open science framework](#).

For funders

We're collaborating with Gendered Innovations to explore the global landscape of funding policies related to inclusive research design. We will be reviewing policies related to training, funding requirements, evaluations of research and evaluations of these policies to share good practice and create action plans for funders. This work will widen the focus of inclusive research design beyond sex and gender into more diversity characteristics dependent on the cultural context and with an understanding of the social determinants of health.

For publishers

Some publishers have already taken the first steps to requiring elements of inclusive research and experimental design in their publishing policies. For example the British Journal of Pharmacology (owned by EDIS member the British Pharmacological Society) [has updated its guidelines to authors](#) to ensure sex is considered as an experimental variable. We will continue to push for inclusive research and experimental design to be considered as good research practice and an expectation of all research.