

Introducing Research Inclusion

Q&As

Who is responsible in the NIHR for ensuring that research is inclusive?

If you have any enquiries regarding inclusive research and the support available, please direct them to the NIHR Research Inclusion team. ResearchInclusion@nihr.ac.uk

We are responsible for ensuring equality, diversity and inclusion in all aspects of research. We offer several resources such as toolkits and equality impact assessments (training and guidance) to aid research efforts. Our strategy outlines our objective of promoting inclusivity in all research-related activities and funding processes.

What does this mean for the EDI work I currently support in my centre?

If you are part of a working group, committee or forum that focuses on EDI, you will see the name of this change to reflect the move to Research Inclusion. There will be no immediate change to the function or priorities of those groups. In time, this may evolve, as the inclusion portfolio diversifies, but this will not be without prior engagement and this will only be to strengthen existing work.

How does this link to One NIHR?

As with One NIHR, our inclusion work is evolving. As we launch NIHR CC we are looking to strengthen the processes for embedding inclusion into everything we do. We are reviewing the NIHR portfolio to identify areas where it makes strategic sense to formally incorporate work into the research inclusion programme. For example, this is likely to include elements of our under-served communities work.

To support the evolution of our One NIHR strategic approach to embedding inclusion across our entire system, you will notice that the name of the teams, committees and titles of people working to enable this work, will evolve to *Research Inclusion*.

What is the NIHR's inclusion operating principle?

In [Best Research for Best Health](#), NIHR committed to the five operating principles, of which, inclusion is one. "We are committed to equality, diversity and inclusion in everything we do. Diverse people and communities shape our research, and we strive to make opportunities to participate in research an integral part of everyone's experience of health and social care services. We develop researchers from multiple disciplines, specialisms, geographies and backgrounds, and work to address barriers to career progression arising from characteristics such as sex, race or disability."

Who does the Research Inclusion Team comprise of?

Within the Corporate Research Inclusion Team we have Esther Mukuka (Head of Research Inclusion) Jo Lawton (Deputy Head of Research Inclusion) Alana Wilde, Emma Hadfield-Hudson, Nicola Hopkins, Phoebe Wallace (Research Inclusion Managers). Shep Cameron (PA and Research Team Administrator).

In March, we got closer to completing another important milestone, as we welcomed three new people into the wider national NIHR team. This ensures there is support and coverage for our work across the whole of NIHR. We have Roy Ward (CRN), Lisa Nicholas (NETS) and Anji Kadam (CCF/CED/NOCRI). Sharon Wilkinson has also come on board to ensure all of our work is robustly assessed for impact. Added to this, we have a number of Research Inclusion Leads across the centres, who promote and enable our work.

How can I find out more about NIHR's inclusion priorities for 2023-2025?

Earlier this year, we published our first phase [action plan](#) that prioritises how we will work collaboratively over the short to medium term, to deliver our strategy, to implement inclusive practice across our research, culture, processes, and systems. Ultimately, this will empower better health outcomes for the national and global community.

Some of the work you can expect to see this year includes the development of a disability framework, work to improve our collection and use of diversity data, outreach supporting Melanin Medics, work to foster greater inclusion on committees and panels and support to embed inclusion in Global Health.

How is the research inclusion work governed?

All of our research inclusion work is governed by the Research Inclusion Programme Board and is reported to DHSC.

How does this link to NIHR's underserved communities work?

The underserved communities project has realised its initial objectives and has recently moved into a legacy work phase to ensure the appropriate learnings and activities move into business as usual. Work is underway to consider how some of this work may move into the Research Inclusion portfolio.

How can I get further details about the inclusion programme of work?

You can contact the corporate team at ResearchInclusion@nihr.ac.uk and your centre research inclusion contacts at roy.ward@nihr.ac.uk (CRN), anji.kadam@nihr.ac.uk (CCF) lisa.nicholas@nihr.ac.uk (NETS).