



Equality, Diversity and Inclusion Strategy - Action Plan

Statement of Intent – September 2023

Theme: Brain Technologies

The Oxford Health BRC Brain Technologies Theme is committed to delivering Equality, Diversity, and Inclusion (EDI) in its research activities. To achieve this, we will draw on the three strategic pillars of education, support, and action. Specifically, we will:

- Develop a new program to identify and overcome sources of systemic exclusion leading to under-represented groups in our study cohorts.
- Expand WINGS (engagement with researchers in the Global South) to fund research visits and to include Platform staff.
- Adapt our newly developed, PI-focused Inclusive Leadership Programme to be suitable for core staff managers.
- Plan experimental projects with PPIE/diversity in mind.
- Wider advertisement of studies to reach a more diverse population.
- Build lasting and trusting relationships with a variety of communities through engagement.
- Improve the accessibility of our recruitment tools.
- Address methodological barriers to participation.
- Encourage studies focused on diversity.
- Provide ongoing support for PPI.

We will ensure that these initiatives are adequately resourced and will work with relevant bodies to create alternative formats for recruitment tools to make them more inclusive. An exemplar of inclusive research practices that we can include in a library of good practice is our commitment to building lasting and trusting relationships with a variety of communities through engagement. By involving diverse communities in the research process, we can ensure that the research questions and directions are more relevant and meaningful to a broader population. This will help to increase diversity in research participation and will also help to develop new research questions and directions. For example, we have begun work to make our safety screening tools more inclusive (e.g., consulting with LGBTQ+ individuals to ensure that questions around sex and gender are necessary, minimally invasive, and sensitively approached). We will work with relevant bodies to create alternative formats for safety screening tools (e.g., audio versions). Moreover, we will undertake projects to address methodological barriers to participation, such as assessing EEG electrodes that are better designed for individuals with Black hairstyles and ensuring that our procedures are non-invasive for individuals wearing headscarves.