Equality, Diversity and Inclusion Strategy - Action Plan

Statement of Intent – September 2023

Theme: Data Science

Data Science: harnessing high-definition experimental routine data to catalyse advances in personalised mental health care.

Within the Data Science Theme, we are working towards the personalisation of care for individual patients by combining routine clinical and research data. We are adhering closely to data governance legislation for sensitive personal data and the OH-BRC EDI Strategy. The establishment and enhancement of collaborations with wider stakeholders is fundamental to this theme and we model best practice for EDI in all facets of our work.

We will continue to ensure that where data are collected, they include the minimum nine protected characteristics. We are confident that our research samples are reflective of the real-world population and our research data are diverse. Working alongside the NIHR Oxford Health Clinical Research Facility (CRF), we continue to embody an inclusive culture where diversity is respected and celebrated and where resistant systems are challenged. We are in the process of building a dedicated PPIEP group to support the theme. Alongside the Psychological Treatments theme, we are part-funding Dr Thomas Kabir who has recently joined the University of Oxford and was the leader of the Public Involvement in Research (PIiR) at the McPin Foundation. Dr Kabir is assisting with the lifecycle of our research from setting priorities, co-design and dissemination. We aim to recruit further personnel to develop our PPIEP strategy.

With a firm commitment to equality in research, we are working with partners to build an evidence-base for EDI. For instance, "Count Me In" is a research initiative attached to the Data Science Theme developed and launched in collaboration with Oxford Health NHS Foundation Trust. This initiative promotes inclusivity by enabling greater equity of information provision for marginalised groups (including BAME groups, older adults, people with physical and mental disabilities, refugees, and asylum seekers).

The Data Science Theme has enhanced partner networks with the University of Toronto and The Centre for Addiction and Mental Health (CAMH) through the Toronto-Oxford Psychiatry Collaboration. Ongoing projects are working towards healthy equity and the eradication of prejudice and discrimination in healthcare. For example, through (i) the study of nurses' experiences of racism from patients and their families and (ii) the Hope App, which is to become widely accessible and a global standard for suicide prevention in general and clinical environments. As well as this, the Toronto–Oxford Psychiatry Collaboration works together on a personalised medicine approach through the PETRUSHKA trial (available in the UK, Canada and now also Brazil). The decision-making process is shared with each individual patient, predicting which antidepressant works better, based on individual patient needs and preferences about adverse events.

We are seeking to advance our expertise in digital psychiatry and its intersection with EDI-related themes such as inclusivity, irrespective of socio-economic factors, geographies, and specific characteristics. Through our new collaboration with Harvard University, we are working towards advances in digital mental health research and their practical clinical considerations in the UK and in low-resource settings. The expansion of telepsychiatry is likely to increase access to- and decrease the cost of- mental health care.

By 2027, we aim to have fulfilled the following EDI-related **objectives**:

Year 2 (short-term objectives):
- Recruit personnel to the PPIEP team and host regular meetings, in collaboration with McPin, MQ Mental Health, and other not-for-profit organisations.
- Provide training and support, as well as involving PPIEP in all areas.
- Consolidate our collaboration with Harvard University.

Year 3 and 4 (mid-term objectives):
- Review EDI Statement of Intent and continued compliance with EDI.
- Invite guest speaker(s) to the Departmental Seminar Series to provide plenary sessions on EDI in Psychiatry.

Year 5 (long-term objectives):
- Review implementation of digital psychiatry in low-resource settings.
- Review data collected for all participants.