



Equality, Diversity and Inclusion Strategy - Action Plan

Statement of Intent – September 2023

Theme: Molecular Targets

The Molecular Targets theme is committed to all aspects of EDI outlined in the Oxford Health BRC EDI Strategy. We will contribute fully to achieving its four EDI objectives and will participate in, and adhere to, its EDI governance processes.

The nature of this Theme poses particular challenges to EDI. Much of our work is based on existing tissue samples and computational analyses of existing datasets. As such, we are limited with regard to our ability to collect new data (we can only use and report what is available already), nor therefore can we add an EDI-informed component to our work.

However, all future studies involving participants will address EDI as fully as possible and in line with the BRC's Objectives and NIHR aspirations. Our current (and planned) work on first-episode psychosis in Birmingham illustrates our approach:

- Birmingham is a superdiverse, young city. Over 40% of the population are under the age of 25. 1 in 5 are born overseas and 43% live in poverty.
- We routinely collect age, ethnicity, place of birth, sex and gender in data sets. We will work to the NIHR standard of all 9 protected characteristics in all future projects, where applicable in a young population.
- In our trial data, populations are already more diverse than standard, but we also have several initiatives focused on representativeness across our biomedical mental health research:
 - CELEBRATE: is a recent UKRI funded project (to KCL, Birmingham and Bradford) that will co-design the toolkit of acceptable standard for engagement of young people in biomedical research.
 - We are conducting a scoping review in partnership with the Standing Together project that will specifically focus on data diversity in databases used for artificial intelligence and machine learning in mental health <https://www.datadiversity.org/>.
 - Our PPIE Youth Advisory Group <https://www.birmingham.ac.uk/research/mental-health/youth-advisory-group.aspx> has had considerable national and international impact and support all our projects. The Group consists of over 20 active young members from diverse backgrounds with lived experience.

We are working with our Birmingham theme colleagues to learn from their practices and expertise, and ensure similar (and, where appropriate, integrated) approaches to EDI are taken in the Oxford-based studies that will be conducted within this theme. EDI is a standing item in our regular theme meetings.