



## Equality, Diversity and Inclusion Strategy - Action Plan

### Statement of Intent – September 2024

**Theme:** Molecular Targets

**Theme Statement of Intent: To address all the Objectives in the EDI Strategy and action plan (statements will be published on the BRC website)**

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. EDI is a standing item in theme meetings.

EDI regarding existing cohorts and datasets

The nature of this theme poses challenges to EDI. That is, most of our work is based on existing biosamples and analyses of datasets that were collected without due attention paid to EDI nor to collection of EDI information. Within this limitation, however, we report all available EDI characteristics of samples, for example sex at birth and ancestry of donors. Where appropriate we also balance and/or conduct subgroup analyses based on these characteristics. We record how EDI characteristics are reported in all outputs.

Ongoing theme projects and their approach to EDI

In cohorts we are now collecting, we routinely collect age, ethnicity, place of birth, sex and gender. We will work towards the NIHR standard of all 9 protected characteristics in future projects, where applicable in a young population.

As further examples of our EDI efforts, the theme is involved in projects directly related to improving the access to research from underserved communities, working with our theme partners in Birmingham. 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.

1. In our trial data, populations are already more diverse than usual. For example, the ADEPP trial (<https://adepp-study.digitrial.com>) has recruited participants with severe mental illness from across the UK, with >60% from Black and Asian heritage. In the PPI2 study almost 30% of >n=5,000 participants are of non-white ethnic background
2. CELEBRATE is a UKRI funded project (to KCL, Birmingham, and Bradford) that is co-designing the toolkit of acceptable standards for engagement of young people in biomedical research. <https://pubmed.ncbi.nlm.nih.gov/38862229/> The protocol paper has been published and the full report is in final draft

3. Our Oxford and Birmingham Early Intervention in Psychosis services are supporting the Mental Health Mission Early Psychosis cohort, which aims to recruit 2000 representative early psychosis participants to a re-contactable cohort with extensive clinical and fluid-based biomarker/omics data.

Overall, our goal is to ensure that EDI considerations are fully incorporated in all cohorts and datasets that are being used, or will be used, for the theme's biomarker and discovery science work. Our current projects are increasing inclusion from groups previously underserved by research, particularly from deprived communities. In the medium to longer term this will ensure that our findings are more generalisable than has usually been the case in this area, and thereby facilitate the development of novel treatments relevant to the populations most in need.

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