



**Equality, Diversity and Inclusion Strategy - Action Plan**  
**Statement of Intent – September 2024**

**Theme:** Brain Technologies

**Brain Technologies: We are committed to developing and implementing initiatives that promote equality, diversity, and inclusion within our research practices in the Brain Technologies Theme.**

1. We will continue to develop a program aimed at identifying and overcoming sources of systemic exclusion, increasing the involvement of under-represented groups in our study cohorts. We are planning experimental projects with a focus on PPIE and diversity, ensuring that diverse perspectives are integrated into our research designs. Efforts are underway to advertise our studies more widely, aiming to reach a more diverse population and enhance participation from various demographic groups [Take Part – Wellcome Centre for Integrative Neuroimaging \(ox.ac.uk\)](#)
2. Inclusive Leadership Programme: Our PI-focused programme has now been successfully rolled out across the BRCs and the Medical Sciences Division. It has been shortlisted for the Commitment to Equality, Diversity and Inclusion Award at the Vice-Chancellors Awards and was Highly Commended
3. We are dedicated to building lasting and trusting relationships with a variety of communities through continuous engagement. For example, with a small amount of funding we received from the Medical Sciences Division, and in collaborations with others across the BRC, we have started to build a relationship with the Asian Cultural Centre, and especially the Women’s Group who provide help and support within the community. We will now have recurring quarterly events to continue to build relationships with this community. This approach helps ensure that our research questions and directions are more relevant and meaningful to a broader population. We will continue to work on some of the longer-term actions (e.g. developing a Community Connectors programme, videos, and training), while also pursuing further funding opportunities to consult with additional public contributors on inclusive research topics and to apply changes we made for MRI to the other technologies we use
4. We think other research settings keen on changing their practice to be more inclusive will benefit from what we have learned. We will look to disseminate our findings widely through our networks, including across the Medical Sciences Division at Oxford, our BRC theme partners and via international conferences. A new paper on diversity has been prepared and will be disseminated: *Reducing inequalities through greater diversity in clinical trials – as important for medical devices as for drugs and therapeutics\**

5. We encourage our staff and students to form networks relating to equality, diversity, and inclusion. These networks enable our members to support each other, learn about our differences, and share experiences in an open and accepting environment. Our networks also provide a communications channel to our leadership to ensure that policies and practices reflect the needs of our members. These [Member Networks](#) are: WIN Pride, and GLOW
6. We are improving the accessibility of our recruitment tools and will be working with relevant bodies to create alternative formats, such as audio versions, to make them more inclusive
7. We have begun work to make our safety screening tools more inclusive by consulting with LGBTQ+ individuals to ensure questions around sex and gender are necessary, minimally invasive, and sensitively approached
8. We have successfully expanded [WINGS](#) (engagement with researchers in the Global South) to the 2023-2024 cohort, and 2024/2025.

We remain dedicated to adequately resourcing these initiatives and will continue to work with relevant bodies to enhance the inclusivity of our research practices.

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