



Equality, Diversity and Inclusion Statement of Intent 2025

Theme: Brain Technologies

1. Commitment to EDI Principles

The Brain Technologies Theme is committed to developing and implementing initiatives that promote equality, diversity, and inclusion within our research practices. We aim to identify and overcome systemic exclusion, increase involvement of underrepresented groups, and ensure our research reflects the diversity of the populations we serve.

We actively foster an inclusive environment for our **staff and collaborators** through training, mentorship, and equitable opportunities, and we regularly review and measure the impact of our EDI initiatives to ensure meaningful progress.

In addition, we continuously work to build a more diverse **research participant** base by improving our research practices and communications through our ongoing Inclusive Scanning project.

2. Our challenges and priorities for EDI in research culture and our workforce

We recognise the importance of inclusive leadership, accessible recruitment tools, and supportive networks for staff and students. Our goal is to foster an environment where diversity is respected and celebrated, and where policies and practices reflect the lived experiences of our members.

2.1 Key achievements for EDI in research culture and workforce

- Rolled out the PI-focused Inclusive Leadership Programme across BRCs and the Medical Sciences Division.
- Programme was shortlisted for the Vice-Chancellor's Commitment to EDI Award and received a Highly Commended recognition.
- Supported the formation of staff networks such as WIN Pride and GLOW, providing peer support and communication channels to leadership.
- Improved accessibility of recruitment tools, including development of alternative formats (e.g. audio versions).
- Began consultation with LGBTQ+ individuals to make safety screening tools more inclusive and sensitive.



- Continuing to run our annual OxCIN Global Scholars (formally WINGS) programme to strengthen links with researchers from the Global South.

2.2 Objectives and ongoing plans for EDI in research culture and workforce

- Continue to resource and sustain inclusive initiatives across the theme.
- Disseminate findings and best practices through networks, conferences, and publications.
- Develop training materials and videos to support inclusive leadership and research practices.
- Build on the Inclusive Leadership Programme and extend its reach.
- Improve recruitment tools and formats to ensure accessibility for all participants.
- Strengthen collaboration between EDI ambassadors and theme leadership to embed inclusive practices into strategic planning and decision-making.
- Develop a feedback mechanism for staff/students/researchers to share experiences and suggestions related to inclusion and belonging.
- Explore opportunities for cross-theme learning by sharing inclusive practices and challenges with other BRC themes.

3. Our challenges and priorities for inclusive research practices and PPIEP

We aim to ensure that our research designs and participant engagement strategies are inclusive and representative. This includes building relationships with underserved communities and integrating diverse perspectives into our studies, with the goal of making research outcomes more equitable and relevant to all populations.

3.1 Key achievements for inclusive research practices and PPIEP

- Initiated quarterly engagement events with the Asian Cultural Centre and its Women's Group to build trust and relevance in research.
- Initiated an annual programme of activities with African Families in the UK. While we have now concluded the official term, we remain connected and involved in activities for the community.
- Building a 'What to Expect' video library for our different methods to help participants feel more confident about taking part in our research. These videos are created with PPI contributors. Last year we created a video about



participating in MRI studies, and we have recently added videos about brain stimulation (TES, TMS and TUS).

- Developed experimental projects focused on PPIE and diversity.
- Advertised studies more widely to reach underrepresented groups.
- Prepared a paper titled *Reducing inequalities through greater diversity in clinical trials – as important for medical devices as for drugs and therapeutics*.
- We included input from patients and the public, including via a recent PPI event, into the development of our FSL-Clinical tool.

3.2 Objectives and ongoing plans for inclusive research practices and PPIEP

- We aim to keep improving our methods and communications incrementally through activity in our 'Inclusive Scanning' project.
- Secure more funding to consult with additional public contributors on inclusive research topics, with a specific focus on communications
- Apply inclusive practices developed for MRI to other technologies used in the theme.
- Continue building relationships with community organisations to ensure research relevance and accessibility.
- Develop guidance for inclusive research design that supports researchers in embedding EDI principles from the earliest stages of study planning.
- Create a shared resource hub for inclusive engagement tools, templates, and case studies across the theme.
- Support training for researchers on inclusive communication and engagement strategies tailored to brain health and neurotechnology contexts.
- Increase visibility of inclusive research initiatives through university-wide seminars, newsletters, and digital platforms to encourage broader participation and knowledge exchange.