



Equality, Diversity and Inclusion Statement of Intent 2025-26

Theme: Data Science

1. Commitment to EDI Principles

The Data Science Theme is focused on personalising mental health care by combining routine clinical and research data. We adhere to data governance legislation and the Oxford Health BRC EDI Strategy, and model best practice for EDI across all aspects of our work. We are committed to ensuring that our research samples reflect the real-world population and that our data are diverse and inclusive.

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

We aim to foster an inclusive culture where diversity is respected and celebrated, and where resistant systems are challenged. This includes building international collaborations and engaging with diverse communities to address health equity and discrimination.

2.1 Key achievements for EDI in research culture and workforce

- Collaborated with the NIHR Oxford Health Clinical Research Facility to promote inclusive culture.
- Participated in EDI-related events, including the Race Inclusion in Research Workshop.

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

Years 3–4 (Mid-term):

- Review and update the EDI Statement of Intent to ensure continued compliance.
- Invite guest speakers to departmental seminars to discuss EDI in Psychiatry.
- Continue fostering an inclusive culture when recruiting new staff.

Year 5 (Long-term):

- Review and update the EDI Statement of Intent to ensure continued compliance.
- Invite guest speakers to departmental seminars to discuss EDI in Psychiatry.



- Continue fostering an inclusive culture when recruiting new staff.

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

We aim to ensure that our research practices are inclusive and representative of the populations we serve. This includes embedding PPIEP into all stages of the research lifecycle and promoting equity in information provision.

3.1 Key achievements for inclusive research practices and PPIEP

- Established a PPIEP reference group that includes young people to inform research across the lifespan.
- Co-funded Dr Thomas Kabir to support inclusive research practices from priority setting to dissemination.
- Launched the “Count Me In” initiative to improve equity in information provision for marginalised groups, including BAME communities, older adults, people with disabilities, refugees, and asylum seekers.
- Organised outreach events with Asian communities in Oxford.
- Built international partnerships with the University of Toronto and CAMH through the Toronto–Oxford Psychiatry Collaboration.
- Engaged in projects addressing racism in healthcare and developing tools like the Hope App for suicide prevention.
- Advanced digital psychiatry research in collaboration with Harvard University, focusing on low-resource settings.
- Participated in public outreach events, for example, at the Westgate Shopping Centre, to make our research more understandable and accessible to all members of the community.
- Involved PPIEP in the development of a prediction model in mental health and design of a clinically integrated research clinic for people with psychosis.

3.2 Objectives and ongoing plans for inclusive research practices and PPIEP

- Provide training and involve PPIEP in all areas of research.
- Continue supporting the OH BRC’s outreach to diverse communities.
- Ensure that PPIEP remains a central component of research design, implementation, and dissemination.



- Continue supporting outreach to diverse communities in Oxford.
- Evaluate the implementation of digital psychiatry in low-resource settings.
- Review diversity data collected from all research participants to assess representation and identify areas for improvement.