



Equality, Diversity and Inclusion Statement of Intent 2025 - 26

Theme: Preventing Multiple Morbidities

1. Commitment to EDI Principles

The Prevention Theme is committed to addressing all objectives in the Oxford Health BRC EDI Strategy and action plan. Our research focuses on preventing multiple morbidities through population-level and individual-level interventions, particularly for people with mental illness. We aim to address risk factors such as nutrition, alcohol use, obesity, and smoking, while recognising the societal drivers of these behaviours—including stigma, poverty, and diagnostic overshadowing. Marginalised groups—including those living in poverty, unemployed, ethnic minorities, LGBTQ+ individuals, and those at the intersection of these identities—face multiple disadvantages that contribute to both mental illness and multimorbidity. Our commitment is to ensure that interventions are tailored, inclusive, and do not exacerbate existing inequalities.

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

We aim to build opportunities to input into research teams from the populations we seek to support, while maintaining a focus on EDI throughout our research management.

2.1 Key achievements for EDI in research culture and workforce

- Supported centralised staff data collection across OH BRC, while being considerate of the ethical dilemmas around collecting personal data in small teams, as informed by the BRC-wide review from the Royal College of Psychiatrists.
- Adopted a theme-wide policy to collect data on the nine protected characteristics, with justifications recorded when data are not collected.
- Encouraged researchers to design appropriate and sensitive questions for participants.
- Embedded EDI as a standing item in team meetings and quarterly scientific presentations.



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

- Continue collecting diversity data and documenting design decisions to ensure respectful and relevant data practices.
- Building an inclusive research culture, especially encouraging and supporting input into the research team from a diverse range of representation from the populations we aim to support in our research.
- Share best practice exemplars for inclusive research culture across the BRC.

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

We aim to ensure that our research practices are inclusive and that our findings are relevant to diverse populations. This includes prioritising equity in PPIE recruitment and involving diverse contributors in all aspects of research.

3.1 Key achievements for inclusive research practices and PPIEP

- Established diverse PPIEP panels across both subthemes, including a 12-member lived experience panel in collaboration with the McPin Foundation.
 - Panel includes members aged 19–75, 75% women, and 50% identifying as ethnic minorities.
 - Members involved in priority setting, reporting, dissemination, and co-applicant roles.
- Developed inclusive recruitment strategies, including demographic quotas to ensure representation.
- **DIME trial:** Revised recruitment materials for racial and cultural diversity; provided meals and culturally tailored educational materials; collected nuanced demographic data.
- **NHS Early Intervention leaflet:** Co-designed with Care Coordinators and a former patient; distributed in clinics and homes; led to further collaboration and a proposed DPhil project.
- **Systematic review:** PPIEP members listed as co-authors; contributed to manuscript writing and interpretation; dedicated PPI paragraph included.



3.2 Objectives and ongoing plans for inclusive research practices and PPIEP

- Maintain diverse PPIEP panels and expand their roles in research design, dissemination, and authorship.
- Continue developing culturally tailored interventions and inclusive recruitment strategies.
- Share exemplars and lessons learned across the BRC to support inclusive research practices.
- Ensure that all studies include equity and PPI considerations in presentations and reporting.