



Every Researcher Counts: Mainstreaming equality and diversity in the research environment

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Equality and diversity - beyond the rhetoric

Race equality charter mark

**REF E&D code of practice,
environment and beyond**

Equalities Act

**Equality Challenge Unit
Annual report**

HEIDI data

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Researcher Development Framework (RDF)

Project Juno, Stonewall project and more

RCUK expectations for equality and diversity



**Researcher surveys
CROS, PIRLS & PRES**

Athena Swan

Gender equality charter mark

**Concordat to support
the career development
of researchers**

Capital investment in science

University strategy and policy

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- Unconscious bias
- Mentoring
- All protected characteristics
- Funding and funders views
- Virtual mobility
- Mainstreaming

Reflective Exercise

Where are we as a sector?

Key successes and challenges



Every Researcher Counts Project Update

Emma Day

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Desired project outcomes

- Ensure equality and diversity is understood, visible and prioritised
- Build capacity within universities through high quality targeted resources
- Build network of informed, experienced 'champions'
- Provide mechanisms to share good practice and increase knowledge base
- Increase knowledge, expertise and capacity of staff developers working with PIs and research staff

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by consultation with

- Principal investigators, research managers and senior managers
- Staff supporting researchers
- Equality and diversity specialists
- Research staff

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Champions network

- people dedicated to supporting equality and diversity
- 89 champions
- 74 HEIs
- 72% research intensive HEIs

Sharing practice days

- National event in London and Scotland
- Resources launch

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Resources and materials

Suite of facilitated resources for PIs

Briefings detailing benefits and recommending actions for

- Principal investigators
- Senior managers and human resources specialists
- Staff developers

Institutional strategic approaches and individual case studies

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The long-term aim is to help change culture and practice, and build capacity within HEIs, by embedding equality and diversity within normal business of research workforce employment and career development.

- ✔ Interactions between PIs and researchers
- ✔ Leadership of researchers
- ✔ All protected characteristics
- ✔ Contributes to and evidenced in action plans

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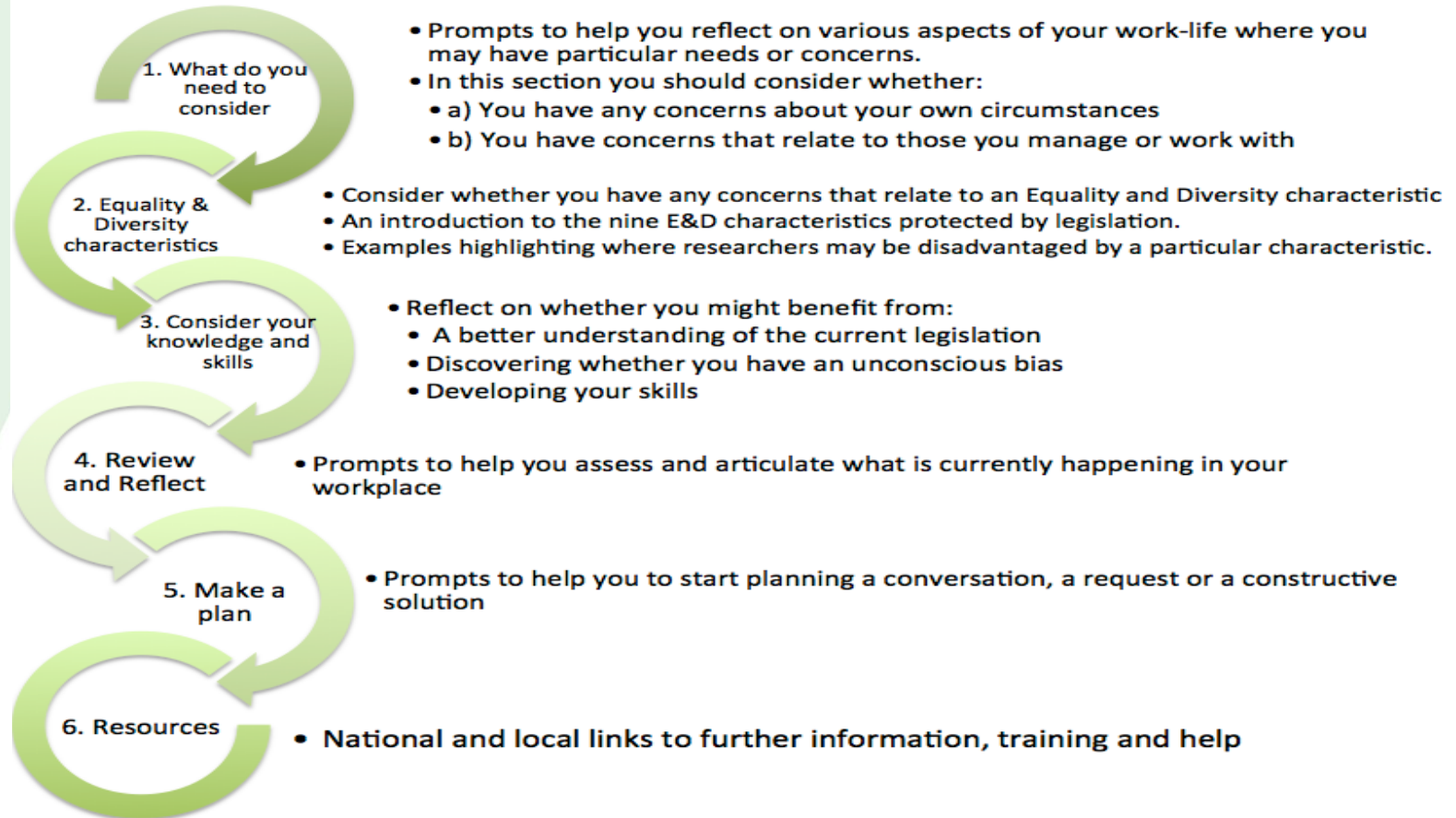
Build on the work of the previous project

- Regional series of train the trainer events
- Web Development – Premia and new website
- Break down the current resource
- ‘Right answer’ scenarios to the existing resource (from ECU)
- Resources to contextualise e.g. Why is agenda important

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New developments

- Development of an additional resource for Research Staff
- 10 things your institution, your research staff and your PIs could do publication
- Conference programme – Next date 26th January in London
- Collaboration with Oxford Brookes research project – Developing good practice to advance equality in researcher careers.



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Questions and Answers

Vitae Researcher Development Framework

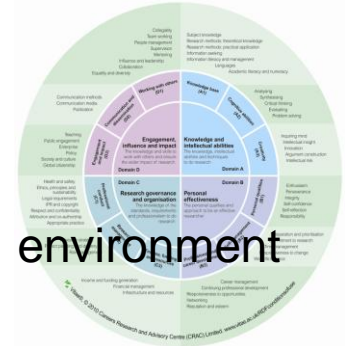
Equality and diversity

Phase 1

- ✔ Is sensitive to and respectful of individual differences
- ✔ Develops awareness of diversity and difference within working environment
- ✔ Understands equality and diversity requirements of institution

Phases 3 and 4

- ✔ Act as a role model when dealing with diversity and difference
- ✔ Educate, advise and guide less experienced researchers
- ✔ Makes positive use of diversity and difference to enrich research projects and outputs
- ✔ Sets an example locally, nationally and internationally
- ✔ Helps shape departmental/institutional policy and implementation.



<http://www.vitae.ac.uk/CMS/files/upload/Vitae-Researcher-Development-Framework.pdf>

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Ten things you would do in your institution.....

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Questions and Answers