



Co-Creating Resources for Inclusive Research Cultures

Insights from Sector Collaborations

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Identifying Priorities for Collective Action

- University of Oxford report, *Equity and Inclusivity in Research Funding* (2023)
- Forum established, involving 30+ Universities and 11 funders (Feb. 2024)
- Agreed collectively to focus on:
 - Areas that require collaborative effort to make a difference
 - A structure / mechanism through which collective action can be taken (i.e. Forum)
 - Taking stock to provide insight into good practice and sector-wide gaps

Task Groups, 2024-26:

Positive Action

(KCL, Nottingham and Edinburgh co-leads)

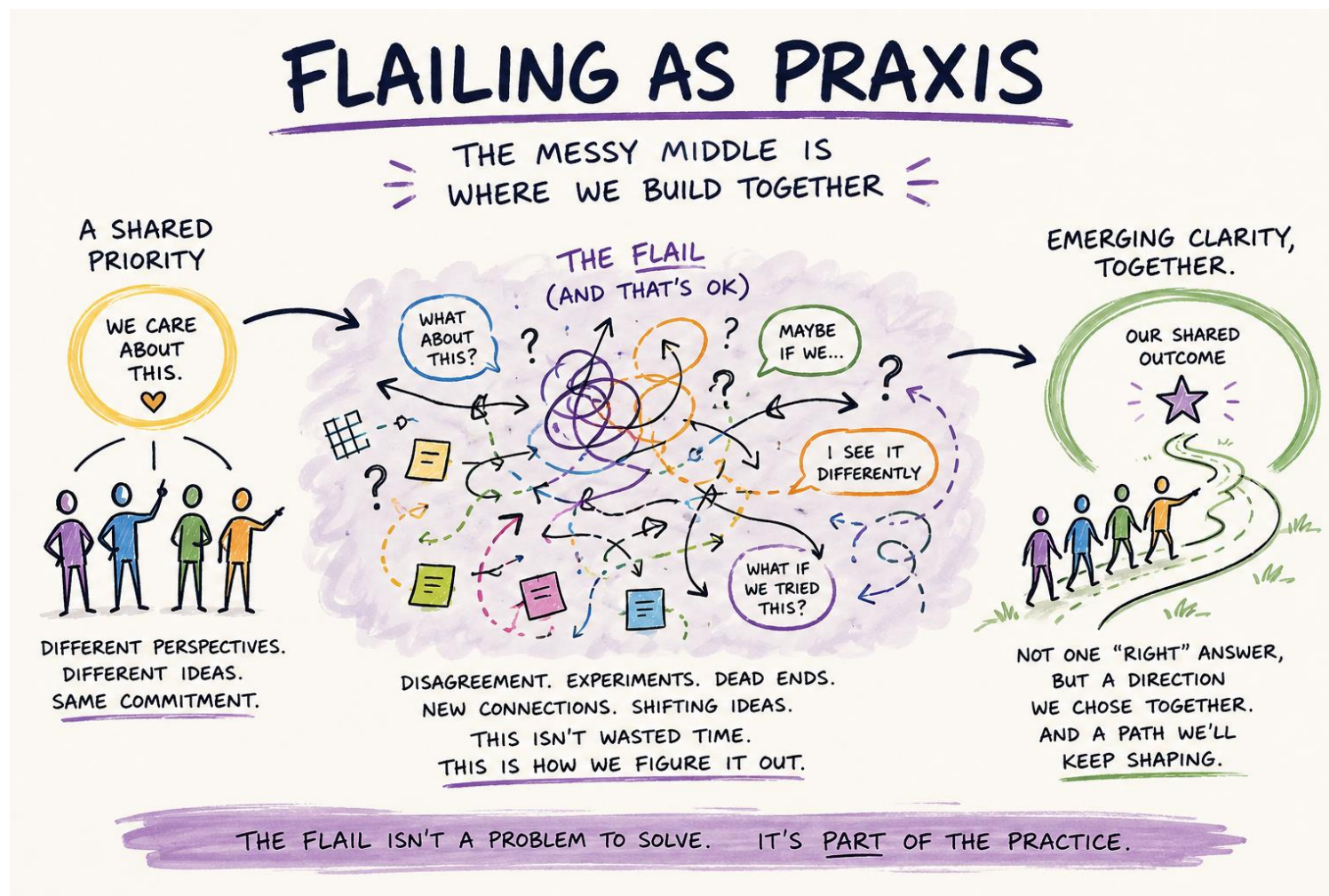
Map of Support

(Oxford led)

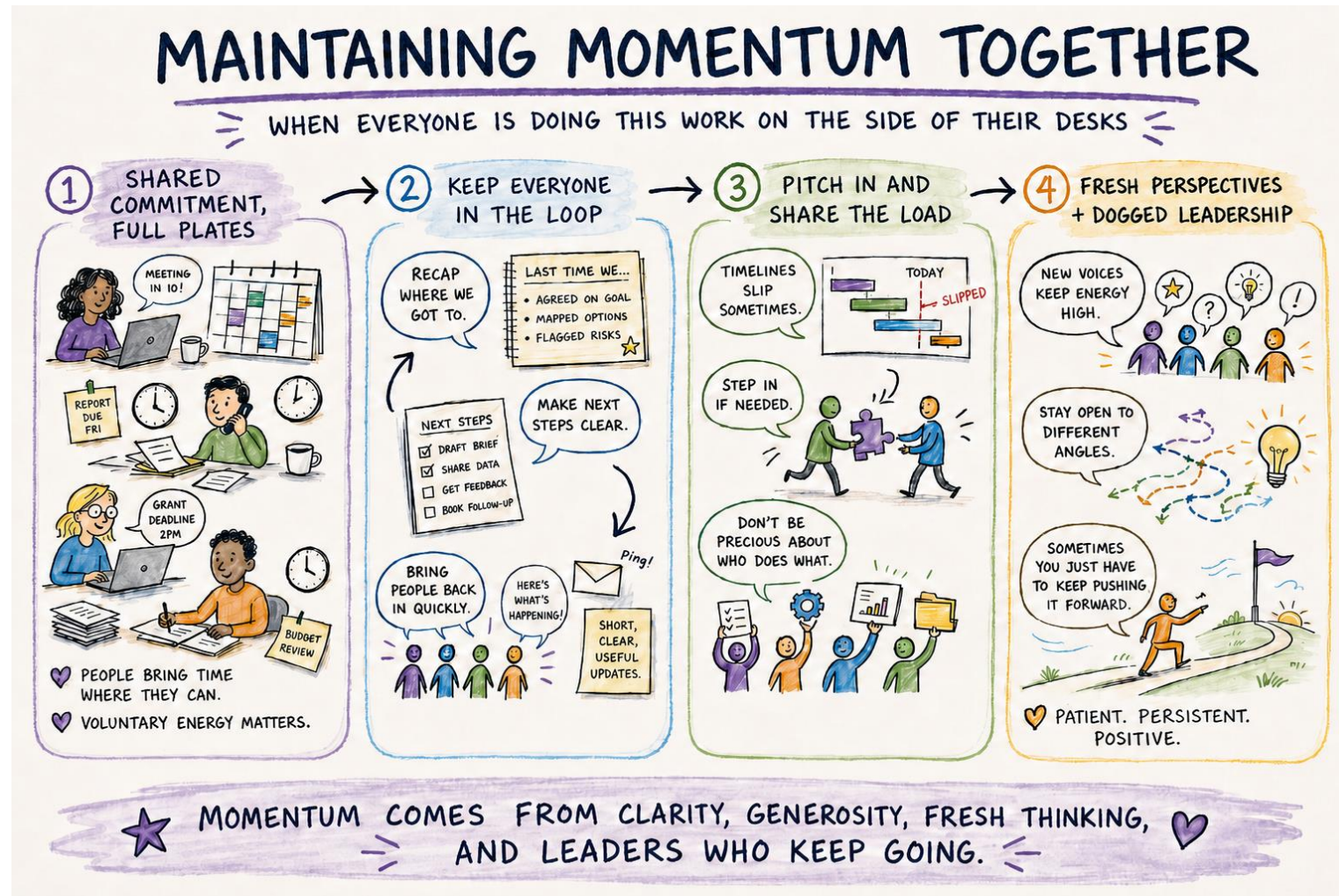
Demand Management

(Birmingham, Nottingham and York co-leads)

Building Consensus



Maintaining Momentum



Collective and Collaborative Leadership

Benefits

- **Sharing the workload**
- **Different experiences**
- **Access to wider set of networks**
- **Learning from one another**

Challenges

- **Lack of time**
- **Collective blindspots**
- **Changing circumstances**
- **Personality clashes**
- **The practicalities (file sharing...)**

The Outputs: Demand Management

Parameters

What is involved (timescales, staffing, etc.) in undertaking fair and inclusive selection practices? What can be done in all circumstances even when there are constraints?

Shared Principles

that can govern funding selection processes within HEIs and funding organisations

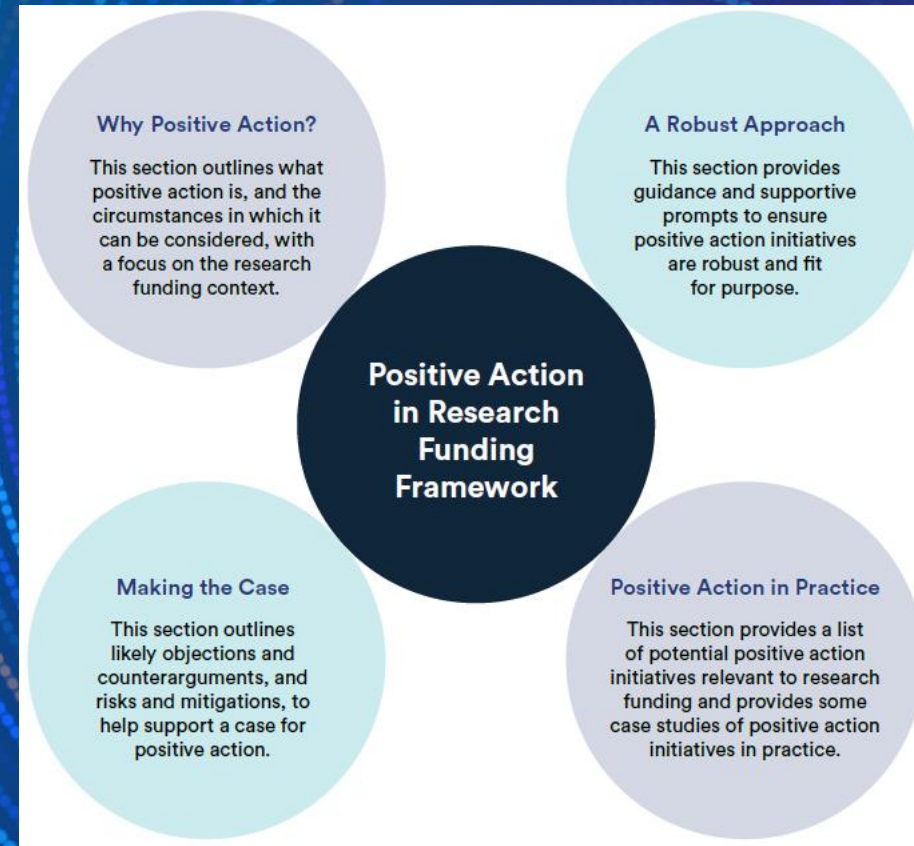
Considerations for Funders

to ensure consistent and enabling messaging for equitable demand management across the system as a whole

Reaching out beyond our team and task group

The Outputs: Positive Action

- **A practical framework**
- **Designed to empower staff to advocate effectively for positive action**
- **Risk-informed approach**
- **Examples on a range of scales**



Accessing the Outputs

- Demand Management
- Positive Action
- Both are open-access resources published via Zenodo
- Please read, use and share!



Discussion Questions

- **Does this reflect your experiences of cross-sector collaboration?**
- **Are the outputs we've shared useful to you and your teams?**