

Book of Abstracts

EDI CONFERENCE IN STEMM

What does EDI in STEMM Research Mean?



[Or click here!](#)

12TH SEPTEMBER 2024
DURHAM UNIVERSITY, PALATINE CENTRE

Image courtesy of Durham University

EDI Conference in STEMM

12th September 2024

Conference Organisers

Dr Lennie Foster, Dr Katy J.
McKenzie, Dr J. Litka Milian, and Dr
Dominika Zabiegaj

Student Helpers

Leiha Tooke and Aida Chang

Keynote Speakers

Keynote 1

Inclusive by Design

Professor Katherine Linehan, Pro Vice-Chancellor for People and Culture
University of Nottingham

While many universities are now committed to driving the EDI agenda, often through individual initiatives to improve inclusion, the University of Nottingham has taken a bold and innovative approach to ensure that EDI is embedded at the very heart of its culture and business and that every single member of its community has a role to play in its implementation.

Instead of focusing on a single protected characteristic at a time, Nottingham is unique in the sector in putting into place an approach where all business-as-usual and strategic activity is developed to be 'inclusive by design'.

This transformational change has been spearheaded by University Executive Board member, Katherine Linehan and her passionate belief that every member of staff and student in the university community should be able to bring their authentic self to work and study. This drive has been informed by her own lived experiences and challenges, as a woman who has several disabilities, has built a career in STEMM, has school aged children including a neurodivergent child, and who was a carer to her father who had Parkinson's. She has led by example to demonstrate that the experiences of all staff and students with protected characteristics are valued and vital in shaping the university's 'inclusive by design' approach.

Keynote 2

EDI in Action - Perspectives on Research

Dr Marcia Philbin, Chief Executive
Faculty of Pharmaceutical Medicine

The world is facing many problems and it requires solutions that will benefit the whole of society. However, if only parts of society are involved in research studies, then there is a danger that solutions are developed based on narrow viewpoints. Therefore, what strategies may researchers employ to ensure that research does not disadvantage others but instead provides benefit for all? This presentation will explore some of the real life consequences of research that has caused harm and will provide tools to help researchers tap into a broader perspective for their studies.

Panel Sessions on Shared and Lived Experience

Session 1

Benjamin Ajibade

Assistant Professor in Mental Health and institutional Lead for the ProNE Project
Northumbria University

Session 2

Kim Del Kaze

Doctoral Researcher and Green Officer who led award-winning efforts towards 2030
net-zero targets
Cranfield University

Session 3

Juna Sathian

Associate Professor in the Department of Mathematics, Physics and Electrical
Engineering
Northumbria University

Workshops

In Person Workshops

Embedding EDI in researcher development programmes

Lennie Foster (Loughborough University)
Amy Beierholm (University of Birmingham)
Karishma Joshi (Loughborough University)
Swathi Mukundan

During this interactive workshop C-DICE will provide a brief overview of how they have embedded EDI in their world-class postdoctoral researcher development programme that leverages the capability of 18 leading research-intensive UK universities drawn from across the ERA and UKCRIC partnership. Then delegates will work together to co-create, develop good practices, and start to build a framework for embedding EDI in researcher development to help create a more inclusive working environment for researchers.

Co-creating EDI best practice for PIs and supervisors of doctoral and post-doctoral researchers.

Katy McKenzie (University of Nottingham)
Claudia Matz (University of Nottingham)
Sophie Pain (University of Warwick)

During this interactive workshop representatives from the ERA EDI committee will challenge delegates to work together to co-create, develop good practices, and start to build a framework that supervisors and PIs of doctoral and post-doctoral researchers can utilise to help create a more diverse, equitable and inclusive working environment for their researchers.

Practical approaches for identifying and removing barriers to opportunities by embedding EDI principles in processes.

Lizzie Ranson (Durham University)

In this interactive workshop session we will share practical approaches that can be used to reduce or remove barriers to STEMM research and research related opportunities, focusing particularly on improving how EDI considerations are embedded in application processes. We will discuss how to implement solutions as efficiently as possible in order to reduce the administrative burden involved in creating meaningful EDI change. The session will be led by Lizzie Ranson, a research and knowledge exchange programme manager, who has significant experience of improving processes to embed EDI at the heart of the funding programmes she manages. Lizzie will help us to surface and discuss existing best practice, as well as sharing a wide range of practical resources to take away.

Online Workshops

Embedding EDI in researcher development programmes.

Sharon Henson (Loughborough University)
Mofesola Olaoye (Loughborough University)

During this interactive workshop C-DICE will provide a brief overview of how they have embedded EDI in their world-class postdoctoral researcher development programme that leverages the capability of 18 leading research-intensive UK universities drawn from across the ERA and UKCRIC partnership. Then delegates will work together to co-create, develop good practices, and start to build a framework for embedding EDI in researcher development to help create a more inclusive working environment for researchers.

Please note this is a virtual delivery of the in-person “Embedding EDI in researcher development programmes” workshop.

Engaging with Equality, Diversity and Inclusion using the EDI Cards

Oliver Fisher (University of Nottingham)

Equal, diverse, and inclusive teams enhance productivity, creativity, and problem-solving, leading to more impactful research. However, a gap exists between equality, diversity and inclusion (EDI) research and practical tools for researchers. This workshop introduces the EDI cards, an innovative tool developed with support from Connected Everything and Future Food Beacon, to foster EDI discussions. Participants will use the cards in two activities to reflect on EDI considerations in their research during this interactive online session.

On-demand Workshops

Co-creating EDI best practice for PIs and supervisors of doctoral and post-doctoral researchers.

This workshop is designed with minimal interaction for those delegates that need a bit of a break from networking. Utilising a virtual whiteboard this gives you the opportunity to contribute to the development of good practices, and start to build a framework that supervisors and PI's of doctoral and post-doctoral researchers can utilise to help create a more diverse, equitable and inclusive working environment for their researchers.

Please note this is a minimal interactive version of the in-person “Co-creating EDI best practice for supervisors and PI's of doctoral and post-doctoral researchers” workshop.

Short Talk Sessions

Women in Tech: A 26-Year Journey

Professor Sue Black, Computer Science and Technology Evangelist
Durham University

Professor Sue Black's journey is a testament to resilience, determination, and the transformative power of education. Leaving school at 16 and becoming a mother of three by 23, Sue re-entered the world of education in her late 20s, only to discover the significant barriers that women, especially from underserved communities, face in the tech industry. Her experiences—ranging from the challenges of networking in male-dominated academic spaces to the empowering impact of a pivotal Women in Science conference in Brussels in 1998—ignited a lifelong commitment to advocating for equity, diversity, and inclusion in tech.

In this talk, Sue shares her inspiring story, from being awarded an OBE for "services to technology" in 2016 to being named one of Forbes' Top 50 Women in Tech. As a Professor of Computer Science and Technology Evangelist at Durham University, she has led pioneering initiatives to increase the representation of women in tech. Sue's work continues to break down barriers and create pathways for the next generation of women technologists. This session will highlight her personal journey, the systemic challenges she has worked to overcome, and the impactful strategies she has implemented to foster a more inclusive tech industry.

EPSRC EDI Priorities and Actions

Rachel Rotwell, Senior Portfolio Manager | EDI & People
Engineering and Physical Sciences Research Council (EPSRC)

I will give an overview of EPSRC's approach and focus to our commitment to equality, diversity and inclusion. This will include going through some of the key aspects and progress we have made against our [3-year EDI Action Plan](#). This details why equality, diversity and inclusion is important for the engineering and physical sciences, as well as setting the context to our activities by outlining the composition of our community and the known challenges that are encountered as people progress their research and innovation career pathways. Our plan builds on knowledge, research, data, and expertise from across the research and innovation sector. Our thinking has been informed by conversations held with people from across our community, advocacy groups, learned societies as well as discussions with members drawn from our thematic Strategic Advisory Teams, Strategic Advisory Network and EPSRC Council. The activities that we are undertaking within this action plan are to create a more inclusive research base which will produce the best results for UK research and innovation. A key component of our plan is working in partnership with our community and stakeholders to build on this appetite for change.

From Power-hoarding to Power-sharing

Dr Maria Augusta Arruda, Director of the Brazilian Biosciences National Laboratory (LNBio)

National Centre for Research in Energy and Materials (CNPEM)

In this talk, we will discuss the importance of Equity and Diversity for a healthier, more ambitious and purposeful Research Culture. Reflecting on how inequalities and lack of representation translate into unsustainable (research) practices, we will discuss strategies that foster the creation of thriving Research Ecosystems committed to tackle the challenges of our times.