

Inclusive Research Principles from Research Proposal to Delivery

Before getting started

1. **Audience:** Understand EDI expectations from funders and required research outcomes.
2. **Recruitment:** Recruit a diverse team including partners and other stakeholders from the wider network.
3. **Inclusive:** Ensure that different people get benefits from participation in the project at whatever career stage.
4. **Bias:** Seek to understand how biases have led to poor outcomes and avoid them.

Managing the proposal

5. **Project initiation:** Implement a governance model that reflects inclusive leadership.
6. **Accessible:** During writing, start with an EDI plan and ensure that information is accessible and editable. Provide time for people to respond around their specific needs.
7. **Communicate:** Agree how communication and sharing of information will take place and how feedback will be provided.

After submission

8. **Monitoring and reporting:** Report EDI results and outcomes to the funder and share achievements internally and externally.
9. **Learning and Knowledge Management:** Capture EDI best practice learning in a knowledge-based system.
10. **Benchmark and Improve:** Benchmark against peers and seek to continually update and improve approach.