



EDI and ARMA

Equity, Diversity and Inclusion (EDI) in Research Management takes many forms and is of increasing importance, both nationally and internationally. EDI work is now embedded within the 2021 Research Excellence Framework, underpins the Global Challenge Research Fund, and is a focus for UK Research and Innovation moving forwards in terms of funding allocation. The Wellcome Trust is leading a large project on Research Culture and many of our learned societies and charities are placing EDI at the heart of all they do.

Research Management and Administration has until now given little attention to how our work and practices can impact EDI. ARMA is keen to give focus to how RMA work intersects with EDI and to ensure EDI is considered in research management governance, strategy and daily practices and processes, at both institutional and national levels.

As part of our commitment to EDI, ARMA's Board undertook in its current strategic plan to refresh our governance structures and commence an exercise to ensure our Board, Committees and Working Groups are more diverse and representative of our membership. To be able to ensure appropriate representation, we first need to better understand the makeup of our community. During the winter, we have been developing our **About Me** area on the website to ensure that we can collect, anonymise and securely store data on protected characteristics.

We are now asking all members to help ARMA by visiting this new area of the website to answer the new suite of additional members questions. With their support and advice, we have based our questions on those formulated by AdvanceHE. Your completion of these questions will enable us to secure a robust and full picture of our membership. We can then use this information to better understand the representativeness of our governance structures, but also to reflect whether our range of benefits and services matches our membership profile as well as it should do, and to help shape conversations going forward not only with our members but with Government, funders and sister associations too.

Collecting this data will help us to establish an evidence base for activities, policies and practice; assess whether our policies and practices are equitable and fair and do not disproportionately affect different groups, and we will use benchmarking to identify gaps in performance, seek new approaches for improvements, and adopt good practices. We will use this information to identify barriers to inclusion and then work to eliminate them.

Finally, when collecting this data, we will use it to measure our own performance, efficacy of policy and resultant actions and interventions, all the time with a view to improvement.

[Our EDI Policy](#)

[Our Privacy Policy](#)