

Candidate-facing communications and timelines

Q1: Timing

When to open and close internal sifting call? School and public holidays, lengths of between announcement to closing date. Can pre-planning (e.g., annual schedules) for recurrent calls enhance EDI?

♡ 0 4

Anonymous 5/20/24 11:39AM

We consider school holidays and try not to set deadlines in or near them but it can be difficult depending on funder deadline

Anonymous 5/20/24 11:41AM

Depends on length of time given by funder from announcement to deadline. We would always try and avoid school holidays and the days immediately afterwards as there is often limited support staff available due to annual leave, as well as academics themselves with caring responsibilities. However, it's not always possible :(Annual calls with regular deadlines you can plan for but not so easy with new calls. It's hard to balance giving enough time for the internal sift and then leaving sufficient time for the chosen bid(s) to develop too. Ideally 6 weeks + would be left for the chosen applications, much longer where possible, especially for something large scale such as Leverhulme Centres, large scale networks, PBIAA, FLF

Anonymous 5/20/24 11:47AM

more time from funders will be great!

Anonymous 5/20/24 2:00PM

Funders are sometimes getting notification of money from the government which dictate these short, tight timeframes. It happened with the EDI Caucus announcement in 2022. Call came out in June, Deadline in August. Project started in January '23. Also happened with a mini project we did earlier this year on EDI impact on research & innovation of UK's visa and immigration policies - asked to do the work in mid January to be finished by end of March - UKRI's end of financial year.

Q2: Advertising

How can we be maximally inclusive in both formal and informal dissemination (advertising) strategies and ensure that all candidates are equitably reached and encouraged?

♡ 0 6

Anonymous 5/20/24 11:39AM

we shared it widely across the uni, put it on our website, listing criteria expected in terms of track record/ expectations

Anonymous 5/20/24 11:41AM

We use email dissemination cascading via Schools/ Departments, plus listing on website. We point out where funders make particular statements about EDI in connection with a call and encourage consideration of this by all parties involved

Anonymous 5/20/24 11:43AM

More research is needed at this stage - looking at who is being encouraged to apply and told about applications. "If you see it, you can be it" aspect for some minorities.

There's also known issues with women having more "institutional housekeeping" which take more of their time and need more equitable distribution to free them up to write proposals.

Anonymous 5/20/24 11:48AM

use inclusive language, use different channels, inc opportunities module on Worktribe?

Anonymous 5/20/24 11:57AM

Can you give examples of 'inclusive language'?

Anonymous 5/20/24 11:58AM

I wonder if looking to HR best practice here, in the way that job adverts are now making explicit statements around inclusivity, would be helpful? We could liaise with our institutional HR colleagues to ask?

Q3: Application process

When designing the application and selection process, what choices can we make (format, length in either words [written] or time [interview], inclusive language, level/nature of detail in instructions) that enable people from underrepresented or disadvantaged groups to make the strongest case for their project?

♡ 0 6

Anonymous 5/20/24 11:37AM

We are still fairly 'traditional' with this. MS Form with requirement for one or more attachments. Our consideration about the length of the project summary is as much about making sure the reviewers don't have too much to read as it is about how much time/

Anonymous 5/20/24 11:41AM

Careful of language: Quote from EDI Caucus' Peer Review Bias report: "phrases associated such as "leadership potential" can be changed to "promise to make significant contributions", "importance" to "influence", "innovation" to "originality" and "creativity" to "inventiveness" (Alvarez et al. 2019)"

Anonymous 5/20/24 11:44AM

Agree that offering options such as more accessible format is helpful. However, this should be offered as standard to all. Our central office is not always aware of where a researcher might need this and rely on them telling us but

Anonymous 5/20/24 11:47AM

For some key strategic calls, especially where the PI and their vision is key to the application (e.g. Leverhulme Research Centre) we have trialled asking for a 3-minute video pitch, along with the more traditional 2-page EoI (when

Anonymous 5/20/24 11:47AM

Potentially offering drop in Q&A sessions where the call is presented verbally - the session can be recorded for rewatching - and people can ask questions - potentially even anonymously.

Anonymous 5/20/24 11:53AM

we usually ask for shortened versions of what will be required as part of the funder application, therefore not asking for something that's not relevant or asking the applicant to spend time developing something that the funder

Q4: Feedback and outcomes

What EDI considerations are there in communicating negative outcomes, and in providing feedback? What kinds of transparency can build openness and trust while still protecting applicant/panellist privacy?

♡ 0 2

Anonymous 5/20/24 11:36AM

Support people in an alternative format

Anonymous 5/20/24 11:49AM

