**EDI Action Plan – (Updated July 2024)**

**NWCDTP’s Foundational Aspirations / Priorities / Values / Vision: Responses from Survey (2023-2024)**

• 73% of our researchers ‘agreed’ that the NWCDTP upholds the aspiration of ‘**honesty**’ in its practices

• 73% of our researchers ‘agreed’ that the NWCDTP is willing to ‘**listen**’ to them when they have a problem they need help with

• 73% of our students ‘agreed’ that the NWCDTP recognises the diversity and ‘**complexity**’ of research in the context of PhD study

• 82% of our students ‘agreed’ that the NWCDTP recognises the value in ‘**different models of research and types of study**’

• 73% of our students ‘agreed’ that the NWCDTP demonstrates ‘**good communication**’, sharing information in a clear and timely manner with researchers

• 91% of our students ‘agreed’ that the NWCDTP is ‘**inclusive and transparent**’ in its practices

• 73% of our students ‘agreed’ that the NWCDTP shows a ‘**commitment to diverse recruitment**’ through our targeted studentships for students from underrepresented backgrounds

• 82% of our students agreed that the NWCDTP demonstrates ‘**ethical awareness**’ as an integral part of PhD study, as evidenced through our [Sustainability Toolkit](https://docs.google.com/document/d/1FI6ypBNuXML1qOL4pmEQ6BxepJDEfwfrkaj1hjZiylA/edit)

Here is what our students say about our ‘foundational aspirations’:

* ‘I feel the NWCDTP is truly inclusive of different research modes and types of study and that it treats recruitment fairly and ethically. I also think it is aware of the complexity of PGR [study] and does a good job at communicating this’
* ‘The NWCDTP demonstrates a desire to distribute studentships transparently and fairly’
* ‘I have been very impressed with the commitment I have seen from the DTP Director and staff to upholding what I have thought of as the “values” of the DTP’
* ‘My experience of the DTP over the very many years I have been involved is that discussions have been open, and the decisions made transparent. There has been a real move in recent years to promote EDI and all the other aspirations, and I applaud this’
* ‘The NWCDTP is committed to the well-being of its PGR students’
* ‘The induction and the EDI workshop are the only sessions I have been to so far, but I feel that these were based on past listening – lots of emphasis on socialising, organising research, and being creative and calm’
* ‘I think the NWCDTP’s focus on EDI issues shows their awareness and appreciation of different needs and issues’
* ‘I think the foundational aspirations are evidenced by the documentation, the conduct, and the procedures of the awarding process, and the ring-fenced studentships have been very good’

**Main Actions from Previous EDI Committees**

* Develop the EDI Action Plan **– DONE**
* EDI webpage created on NWCDTPwebsite **– DONE**
* Development and recruitment of EDI Advocate **– DONE**
* Develop partnership and sign MOU with Stuart Hall Foundation **– DONE**
* Develop commission with the Ahmed Iqbal Ullah RACE Centre **– DONE**
* Develop Sustainability Toolkit **– DONE**
* Work with NWCDTP researchers to co-create and update website materials, including survey responses to ‘foundational aspirations’ **– DONE**
* Make plans for cross-DTP EDI activity **– DONE**
* Collaborations with Ahmed Iqbal Ullah RACE Centre **– DONE**
* Appoint Widening Participation and Application Support Fellows **– DONE**
* Establish and run PGR Support Networks **– DONE**
* Recruit a diverse Student Rep body to ensure representation across the 7 institutions **– DONE**

**Staff Key:**

HH = Hannah Helm

JdG = Jerome de Groot

CA = Carole Arrowsmith

BT = Beth Taylor

FR = Francesca Roncoli

AJ = Adrian Jarvis

**EDI Action Plan: 2023-2025**

**Short-Term Goals (October 2023 – March 2024)**

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| **Action**  | **Category**  | **Responsibility**  | **Outcome/Purpose/Notes** |
| Develop partnership with Stuart Hall Foundation (SHF) | Governance | JdG, HH | **Done**. SHF will support our work in EDI and, in particular, support students by including them in their networks. SHF is a good partner to advise on our EDI processes going forward. |
| Develop partnership with Ahmed Iqbal Ullah RACE Centre (AIURC) | Governance | JdG, HH | **Done**. JdG had initial meeting (November) and HH had a follow-up meeting (December). HH is working with AIURC to design and deliver workshops in February and March 2024. HH and AIURC will also co-create follow-up reflective work using workshop findings, which will be shared with Academic Leads, DTP institutions, and other stakeholders. |
| Hardship Fund | Student Experience | JdG, HH | **Done**. x1 student facing financial hardship has been awarded a £3000 bursary. Hardship fund potentially developed and continued next academic year depending on budget. |
| Student Induction (EDI) | Student Experience | HH | **Done**. EDI segment incorporated into first-year induction. EDI segment will be expanded and developed in future and will be included in first, second, and third year inductions. |
| Application Materials | Application | HH | **Done**. Accessibility of application form, application guidance, Equality and Diversity monitoring form, application support workshops, and ‘Funding Prospective Students’ webpage has been improved. |
| Targeted Studentships | Recruitment | JdG, HH | **Done**. Global Majority and Broken Pipeline studentships have been continued for 2024 intake. Female Philosopher studentship has not been continued. |
| EDI Training | Training | HH | **Done**. ‘Introduction to EDI Issues and the PhD Journey’ (November 2023). 20 sign-ups. |
| EDI Training/Events | Training/Events  | HH, BBSRC | **Done**. BBSRC opened up LGBTQIA+ Network events to our researchers between January-September 2024. Events have included in-person event to celebrate LGBTQIA+ History Month (February 2024), LGBTQIA+ Intersectionality and Wellbeing Q+A (March 2024), and Pride Month celebration (June 2024). |
| Student Representatives | Student Experience | JdG, HH, Academic Leads | **Done**. HH recruited new Reps from Liverpool and Salford. We now have representation across the 7 institutions. |
| EDI Group | Student Experience | HH, FR, AJ | **Done**. HH reached out to (re)form the EDI Group and created an advert to recruit students, which was circulated by FR and AJ. We now have 26 members. |
| Carer and Welfare Resources  | Website | HH, AJ | **Done**. Updated Carer Policy and welfare/sickness support for students on ‘Resources’ webpage. |
| ‘Foundational Aspirations’ Survey | Student Experience | HH | **Done**. [Survey](https://forms.office.com/Pages/ResponsePage.aspx?id=QCm1Zbb0vUGDPTAz7Lz24QFrBUCNQrNLgpdyw_CgG5ZUOEdLSUY0VVpOQ1ZZSFg0QUk4WUxQRDM1Ri4u) to define and understand how our ‘foundational aspirations’ (see above) are evidenced in the NWCDTP. |
| EDI Committee (January 2024) | Governance | HH, EDI Group | **Done**. HH will chair – DTP staff, Student Reps, and some Academic Leads will attend. |
| Website Materials | Website | HH | **Done**. Update to include ‘foundational aspirations’ section of webpage from survey responses. |
| Cross-DTP Activity | Wider | HH | **Done**. HH is reaching out to other EDI leads to co-ordinate activity in the future. A partnership has already been developed with SGSAH. |

**Mid-Term Goals (March 2024 – October 2024)**

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| **Action**  | **Category**  | **Responsibility**  | **Outcome** |
| NWCDTP Placements Materials | Student Experience | HH, BT | **Done**. HH will work with BT to improve accessibility of guidance documents, application and reporting forms, and website content for NWCDTP students looking to undergo placements. |
| NWCDTP PhD Student Forum | Student Experience | HH, Student Rep | **Done**. HH is working with a Student Rep to develop a PhD Student Forum to support students. |
| NWCDTP Neurodiversity Forum | Student Experience | HH, Students | **Done**. HH is working with PGR students to develop a Neurodiversity Forum to create a space to meet with other students with neurodivergent conditions.  |
| NWCDTP First-Generation Student Forum | Student Experience | HH, Students | **Done**. HH is working with a PGR student to develop a First-Generation Student Forum to create a space to meet with other students who are the first in their family to go to university. |
| ‘Research-in-Progress’ Seminars | Student Experience | HH | **Done**. HH runs monthly seminars (January-June) to support students with conferences, publishing, PhD research, and/or non-academic issues. |
| AIURC EDI Workshop (February) | Training | HH, DTP Staff, Student Reps | **Done**. AIURC will design and deliver a workshop to DTP staff, DTP students, and Student Reps. |
| EDI Training  | Training | HH | **Done**. ‘Decolonising the PhD’ (February 2024). Workshop led by Keren Poliah (‘Decolonising Doctoral Research’ EDI lead at the University of Salford). 52 sign-ups. |
| AIURC EDI Workshop (March) | Training | HH, DTP Staff, Student Reps | **Done**. AIURC will design and deliver x2 workshops to DTP staff, DTP students, and Student Reps. |
| EDI Training | Training | HH | **Done**. ‘Mental Health and Wellbeing Coaching’ (April 2024). Workshop led by Davina Whitnall – a mental health coach/consultant. 32 sign-ups. |
| Cross-DTP EDI Activity | Wider | HH | **Done**. HH will lead on bringing EDI leads in other DTPs together to do collaborative work. HH is already working on this with SGSAH, Northern Bridge, and OOC. Plans for student and staff events presented at Director Day (9th May). |
| EDI Training | Training | HH | **Done**. ‘Sharing Differences, Finding Connections – Who are You as a Researcher?’ (May 2024). Creative workshop led by Will Medd – a resilience and meditation coach. 29 sign-ups. |
| EDI Training | Training | HH | **Done**. ‘PhD Parenting and Caregiving’ (May 2024). Workshop led by alumni student Lubaaba Al-Azami. 4q sign-ups. |
| EDI Training | Training | HH | **Done**. ‘Celebrating Neurodiversity’ (June 2024). Workshop led by The Donaldson Trust – the National Body for Neurodiversity Awareness. 27 sign-ups. |
| EDI Committee (June 2024) | Governance | HH, EDI Group | **Done**. HH will chair – DTP staff, Student Reps, and some Academic Leads will attend. |
| Student Conference | Student Experience | Student Committee, HH, DTP Staff | **Done**. Annual student conference in Keele (July 2024). |
| Blog Posts | Website, Social Media | HH | **Done**. Regular blog posts to maintain rapport with students and inform them about progress, events, opportunities, and other updates. |
| EDI Questionnaire | Student Experience | HH | **Done**. Questionnaire findings will be used to create Student Experience Project, which will be implemented in Year 2. Questionnaire close date = July 2024. 53 responses. |
| Student-led NWCDTP Events | Student Experience | HH, Student Reps | **Done**. HH is supporting Student Reps to develop a series of events in 2024 to promote a sense of community amongst students.  |
| NWCDTP Student/Staff ‘Handbook’ | Website, Student Experience | HH, JdG, CA, BT, FR, AJ | **Ongoing**. DTP staff will co-create handbook including key information about what the DTP is, ‘meet the team and Reps’, PhD survival tips, information about placements, key contacts, and signposting to support services etc. Once complete, this will be shared with DTP students, as well as HEIs (HH has been told by students that many admin offices are still relatively unfamiliar with the DTP and cannot advise accordingly).  |
| Diverse Committees | Governance | HH, EDI Group | **Ongoing**. Need to ensure that diversity of governance reflects goals of, and diversity within, the DTP. Discussions are needed in this area. |

**Long Term (October 2024 – October 2025)**

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| **Action**  | **Category**  | **Responsibility**  | **Outcome** |
| Targeted Studentships | Recruitment | JdG, HH, EDI Group | **Ongoing**. Decide on type and number of ringfenced studentships that will be advertised in October 2024. |
| Blog Posts | Website, Social Media | HH | **Ongoing**. x1 blog post a month to maintain rapport with students and inform them about progress, events, opportunities, and other updates. |
| EDI Toolkit | Website, Training | HH | **Forthcoming**. Compile EDI training PowerPoints and resources, reading lists, glossary(s), and wellbeing support. |
| EDI Committee | Governance | HH, EDI Group | **Forthcoming**. Three meetings to be held in 2025. |
| Tailored Application Support Workshops & Writing Workshops | Recruitment | JdG, HH | **Forthcoming**. HH updated application workshop materials in October 2023 to be more inclusive (e.g. accessibility copies, different formats), which JdG delivered. HH wants to devise additional tailored application support workshops for students from underrepresented backgrounds and/or students applying for targeted studentships. There will also be writing support workshops where applicants can share writing extracts and receive feedback (led by ApSup Fellows). |
| ‘What is a PhD?’ Workshop | Recruitment | HH, ApSup Fellows, Students/Alumni | **Forthcoming**. To complement the application support workshops, ApSup Fellows will deliver workshops centred on what a PhD is, how/why you should apply for one, and career options post-PhD. The workshops will include Q&A with current students/alumni, particularly those from an underrepresented background. Academic pipeline issues may exclude students who have the academic potential to undertake a PhD but feel it is ‘not for them’. Therefore, it is important to challenge the idea of a ‘traditional’ student to break down barriers and be more inclusive. |
| EDI Training | Training | HH | **Forthcoming**. ‘PhD Parenting and Caregiving’ (October 2024). An interactive and supportive workshop led by Dr Perpetual Idehen (Founder of Parents, Guardians, and Caregivers Network) |
| EDI Training | Training | HH | **Forthcoming**. ‘Sharing Differences, Finding Connections – Who are You as a Researcher?’ (November 2024). Creative workshop led by Will Medd – a resilience and meditation coach. |
| EDI Training | Training | HH | **Forthcoming**. ‘Disability Awareness Training’ (December 2024). Workshop led by Enhance the UK as part of Disability History Month. |
| EDI Training  | Training | HH  | **Forthcoming**. ‘Celebrating Working-Class Culture in Academia’ (April 2025). Workshop led by Dr Haili Hughes. |
| EDI Training | Training | HH | **Forthcoming**. ‘Developing an Intersectional Approach to Academia’ (May 2025). Workshop led by SHF Fellow Ruth Ramsden-Karelse. |
| EDI Training | Training | HH | **Forthcoming**. ‘Careers Month’ (May 2025). Sessions to include the following: academic careers, industry careers, publishing and turning a PhD into a monograph, conferences, writing funding applications, and preparing for teaching and lecturing careers. |
| EDI Training | Training | HH | **Forthcoming**. ‘PhD Parenting and Caregiving’ (May 2025). An interactive and supportive session in-person led by Dr Perpetual Idehen (Founder of Parents, Guardians, and Caregivers Network) |
| EDI Training | Training | HH | **Forthcoming**. ‘Celebrating Neurodiversity’ (June 2025). Workshop led by The Donaldson Trust, the National Body for Neurodiversity Awareness, as part of Neurodiversity Celebration Week. |
| Cross-DTP EDI Activity | Wider | HH | **Forthcoming**. HH will work with SGSAH, Northern Bridge, and OOC (and potentially other DTPs) to deliver student and staff EDI events (November 2024 and February 2025). |
| EDI Fellows (2025) | Student Experience | HH | **Forthcoming**. HH to advertise/recruit/onboard 5 EDI Fellows in May 2025. With the support of the EDI Advocate, the Fellows will design and deliver projects centred on four key EDI areas that are underrepresented in academia: widening participation, support for international students, PhD parents and caregivers, and students with disabilities and/or neurodivergent conditions. |
| NWCDTP Student-Led Conference with an EDI Theme | Student Experience | HH, Student Reps | **Forthcoming**. HH will support Student Reps to organise a student-led conference. |
| DTP Student-Led Publication with an EDI Theme | Student Experience | HH, Student Reps | **Forthcoming**. To give students valuable publishing experience, HH will help students to co-edit a collection of papers from the conference. |
| Student Experience Project | Student Experience | HH | **Forthcoming**. Project assessing student experiences within the DTP. The output of this project will be a report of recommendations, which will include the following: a) discussion of the landscape/context of NWCDTP student experiences and the issues raised, using student data (via questionnaires and focus groups), PRES data, and other research to support; b) recommend 5-10 student-led initiatives for the NWCDTP to embed going forward (or adapt accordingly for the new hub in a post DTP2-world). |
| Quality Review Project | Student Experience | HH | **Forthcoming**.Project looking at the concept of ‘quality’ in our DTP and how it relates to recruitment of students and allocation of funding since the idea of ‘quality’ persists as a barrier to more diverse recruitment. |
| End-of-Year Report | Governance | HH | **Forthcoming**. Create Year 2 EDI report for research, development, and AHRC purposes. |