

12th September 2019 | St Catherine's College, Oxford

We set out to recognise, discuss and plan steps to address challenges and barriers impacting equity in academia, with a focus on 3 main themes:



EQUITY IN ACADEMIA

1. How can we recognise and tackle unconscious bias?
2. What are the challenges for retaining and promoting under-represented groups in academia?
3. How can we improve inequities in academic publishing?

Opportunities:

Our sessions embraced dialogue to create solutions, networks, and an environment in which academic equity can be improved. Interactive sessions provided participants with the fascinating opportunities to engage with hostage negotiator Sue Williams, and professional coach Rob Hale, to gain insights into working relationships, and to reflect on and enhance communication skills.

Experts:

We heard talks on promoting equity in academia from publishers including The Lancet and Wellcome Open Research, and gained insights from the International Network for the Availability of Scientific Publications (INASP). Oxford's equity and diversity unit (EDU) and our People and Organisational Development team provided expert input to reflect on challenges and consider initiatives to promote equity at the University.



Experiences:

Personal stories of panellists from various units of the Nuffield Department of Medicine (NDM) included accounts of challenges, experiences and successes, representing a range of participants from different geographical locations and at varied career stages.

Brilliant art was provided by Drawnalism's Alex Hughes, capturing the mood and themes of the meeting.



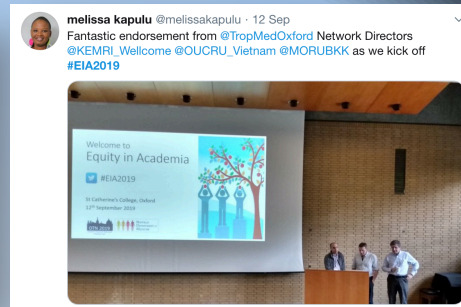
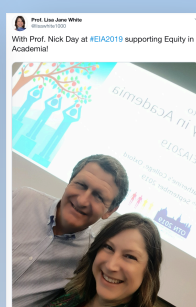
The EIA team

Organising committee, left to right: Roger Nascimento (MSc IHTM, Oxford), Cynthia Tamandjou (Postdoc, University of Cape Town), Philippa Matthews (Associate Prof in Experimental Medicine, Oxford), Melissa Kapulu (Postdoc, KEMRI-Wellcome Trust), Jolynne Mokaya (D.Phil student, Oxford), Lauren Wedekind (D.Phil student, NIH-Oxford), Rob Hale (Executive Performance Coach), Dr Andrés Noe (D.Phil student, Oxford), Lisa White (Prof, MORU & BDI). Also key, but not pictured: Andrea Ruecker (Postdoc, MORU), Evelyn Kestlyn (OUCRU).



Data collection

#EIA2019



Throughout the day, we collected qualitative feedback and opinions to enrich our understanding of current challenges and to form a foundation for developing next steps.



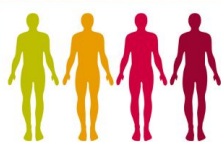
Diversity is having a seat at the table, inclusion is having a voice, and belonging is having that voice be heard.



What next?

The meeting has provided the foundations for a network of connections, through which plans, ideas and initiatives can be shared. We are looking forward to building on this positive working relationship and the shared desire to build more equitable working environments.

We were delighted to welcome contributors from Edinburgh and Brighton; the meeting has cemented links with other similar networks across the UK as well as through Oxford's Tropical Network Centres. We are assimilating qualitative sources of feedback to distil practical recommendations from the meeting into a manuscript for submission to a peer-reviewed journal and for discussion within our Department and University.



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THANK YOU!

EIA would not have been possible without generous support from the Nuffield Department of Medicine, Oxford Tropical Network sites and St Catherine's College. Thank you to Beth Bruce for administrative help, to everyone who contributed by leading and contributing to sessions on the day, and to each and every delegate for attending and supporting this initiative.

