



Call for Applications for a workshop on ‘Equality, Diversity and Inclusion’

Rltrain, the Research Infrastructure Training Programme, is an EU-funded Horizon 2020 project aimed at improving and professionalizing the training of managerial and leadership staff in research infrastructures (RIs). The purpose of workshops is to bring managerial staff from European Research Infrastructures (RI) together to exchange knowledge and experience on specific topics of relevance to RIs.

Summary of the workshop

The topic of this workshop is “Equality, Diversity and Inclusion” and is hosted by EMBL-European Bioinformatics Institute (EMBL-EBI).

Like all research organisations, Research Infrastructures rely on hiring, training and retaining outstanding research, service, and administrative personnel. Ensuring adequate equality and diversity among employees helps maximize the variety of experiences, perspectives, and skills required to support world-class research. The number and complexity of issues that are covered by equality, diversity and inclusion, and the range of potential measures or policies that could be adopted, means that shifting through the wealth of information and selecting the most appropriate policies or initiatives can be challenging. This workshop will bring together representatives from different RIs to share and learn from real-world experiences in the context of the Research Infrastructure environment. The workshop will begin with an overview of the whole spectrum of equality, diversity and inclusion and the benefits to an organisation. Examples of different challenges, solutions and progress on themes from across the Equality, Diversity and Inclusion landscape will be presented by selected workshop participants. Breakout sessions will provide the opportunity to reflect, discuss and work directly with others on a specific aspect of equality, diversity and inclusion of relevance to their RI.

We aim to have a mix of RIs representing different development stages (from initial planning, through construction to operational maturity) and different research fields (natural sciences, engineering, arts and humanities, social sciences etc.). The workshop will be tailored to the needs and priorities of the participants through a pre-workshop survey.

Date and location of workshop

29 – 30 October 2018

EMBL-European Bioinformatics Institute, Wellcome Genome Campus, Hinxton, Cambridgeshire, CB10 1SD, UK

Objectives of the staff exchange:

The aims are for participants to:

- increase knowledge and understanding of the full spectrum of equality, diversity and inclusion
- hear from and exchange experiences with other RIs on their status, challenges and practical solutions
- share and identify best practices, tools and resources
- reflect on what they have learned and how it may be applied or adapted for their RI
- create or revise an RI-specific action plan

Expert Personnel involved:

- Catherine Gater (Gender Project Officer, EMBL-EBI)
- Saher Amed (Head of Equality, Diversity and Inclusion, Wellcome Sanger Institute)
- Equality, Diversity and Inclusion Trainer/Facilitator (TBD)

Preliminary programme of the staff exchange

Day 1 (PM only)

- Welcome and introductions
- Overview of equality, diversity and inclusion, unconscious bias, and benefits to an organisation
- Case studies (4 - 5 examples selected from participants)
 - Followed by combined panel discussion
- Evening meal

Day 2 (AM only)

- Pre-Breakout activity (to determine groups and their themes or aims)
- Parallel Breakout group activities
- Presentations from Breakout groups
- Conclusions and wrap-up
- Lunch

Benefits

We anticipate the following benefits for participants:

- Learn from real-world and RI-specific examples
- Gain a different perspective, new ideas and insights provided by peers
- Participate in an open forum to discuss challenges in equality, diversity and inclusion
- Come away from the workshop with a plan that participants can further develop and implement
- Build a network of RI professionals facing similar challenges

Hosting institution

EMBL-European Bioinformatics Institute, Wellcome Genome Campus, Hinxton, Cambridgeshire, CB10 1SD, UK

Questions can be directed to Claire Johnson: claire@ebi.ac.uk

Applications

Applications are to be submitted using the following SurveyMonkey form:
<https://www.surveymonkey.co.uk/r/EDIworkshop>

Applicants will be asked to submit a brief outline of the stage their RI is at with respect to equality, diversity and inclusion, specific challenge(s) being addressed and any policies/initiatives planned or in place.

Deadline for applications:

7th September 2018

If you have any questions, please contact Claire Johnson: claire@ebi.ac.uk

Other important information

Participants are requested to cover their own travel and accommodation costs. The maximum of participants will be 20. If more than 20 applications are received, applicants will be selected to ensure a balanced mix of research field and RI development stage.

We suggest that you book accommodation and travel that can be reimbursed/cancelled until your place is confirmed.