EPSRC Inclusion Matters Slides and Attendees Lists from the Workshops on 19th and 25th September 2017 at Glasgow and Bristol

Summary

EPSRC has launched an open, competitive call to fund projects aimed at improving equality, diversity and inclusion within the engineering and physical sciences. This call is the first of its kind in the Research Councils and is being managed as a pilot by EPSRC as part of the Research Councils’ collective approach to Equality, Diversity and Inclusion during the transition to UK Research and Innovation (UKRI).

We would like to see ambitious and inspiring applications that focus on the development and implementation of new approaches aimed at tackling and accelerating culture change and activities that disseminate and embed best practice more broadly. We are looking to add value by building on current activities with new knowledge and ways of working, to incentivise a culture change across the engineering and physical sciences academic research sector.

Funding of up to £5 million is available to support around 10 inspiring applications with duration of up to 24 months to promote a more diverse, fair and inclusive engineering and physical sciences community. There is no limit on how large or small requests for funding can be.

Funding will be awarded to institutions to aid with culture change and piloting new approaches, as well as disseminating and embedding best practice across the sector. We encourage institutions with complementary equality, diversity and inclusion challenges to consider forming consortia to address common challenges. **Institutions will be permitted to lead on one application and may be involved as co-applicants / partners in applications led by other institutions.**

We consider partnering with institutions on equality, diversity and inclusion activities as key to success of this Call and we therefore expect strong indications of matched support from institutions. We encourage potential applicants to consider analogous learning from outside of the higher education sector and therefore encourage the involvement of Project Partners (collaborating organisations) that can bring new perspectives and capabilities. Project Partner support can be in the form of a financial contribution and/or in kind support e.g. secondments, trainers, sharing of expertise and experience, hosting visiting researchers, supporting events or collaborative work focussed on exploring issues or actions relating to the academic research environment.

This call has two stages. In stage one, the outline stage, an independent assessment panel will evaluate and subsequently select a number of applications **anonymously** (i.e. without the panel knowing the identities of the institutions) that will be taken forward to stage two of the process. Stage two will be full applications followed by an interview.

Before the deadline for outline applications, EPSRC held two briefing workshops in Glasgow on 19 September 2017 and Bristol on 25 September 2017. These workshops enabled applicants to discuss challenges that might be addressed through applications to the call, participate in a question and answer session with EPSRC staff, and explore any potential synergies across institutions. **Below is the slide sets from the workshops (this includes key challenges identified at both workshops) and attendees lists, a report of discussions will be published at a later date.**

The call document can be found at: [https://www.epsrc.ac.uk/funding/calls/inclusionmatters/](https://www.epsrc.ac.uk/funding/calls/inclusionmatters/)

A LinkedIn group has been established for potential applicants: [https://www.linkedin.com/groups/8635055](https://www.linkedin.com/groups/8635055)

**Don’t forget the deadline for outline proposals is 7th November 2017**
Welcome

Welcome to you all to what we hope will be a useful and thought provoking day for you and us

EPSRC staff:
- Paula Bailey (Snr. Portfolio Manager, ED&I)
- Chris Elson (Portfolio Manager, Building Leaders)
- Richard Gunn (Head of Peer Review, Equality & Diversity and AMLC & Royce Institute)
- Claire Harvey (Portfolio Manager, Engineering)
- El Jaskowska (Portfolio Manager, Physical Sciences)
- Sarah Newman (Portfolio Manager, ICT)
- Dolly Parkinson (EPSRC Events)
- Tom Rodden (Deputy CEO EPSRC)
- Alison Wall (Associate Director, Building Leadership)

Learned Societies:
- Jennifer Dyer (IoP)
- Polly Arnold (RSC)
- Liz Whitelegg (IoP)
- Alejandra Palermo (RSC)
- Christina Guindy (RAEng)
- Ruth Gilligan (Equality Challenge Unit)

Workshop Objectives

- To communicate and discuss the aims of the Inclusion Matters call
- To encourage applicants to be bold and ambitious in developing bids
- To facilitate possible collaborations and synergies in the community

Agenda

- 10.30 Welcome and Introductions
- 10.50 Any questions
- 11.00 Learned Societies Presentations
- 11.30 Q&A
- 11.45 Identifying key ED&I challenges and feedback
- 12.00 Lunch
- 13.45 EPSRC key messages (Tom Rodden)
- 14.00 Working in Partnership (possible synergies) and feedback
- 15.30 Close of workshop and next steps
**Agenda**

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**Background**

- RCUK launched an action plan in May 2016. All Research Councils working together to address Equality Diversity & Inclusion
- EPSRC leading on a number of work streams including the Inclusion Matters Call.
- The Inclusion matters call is a pilot call. We hope to add value to the landscape by providing an opportunity for institutions to be bold and ambitious in embedding, innovating and researching ED&I.

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**Principles agreed for UKRI**

- **Be Ambitious** about equality, diversity and inclusion in the research and innovation sector and lead by example;
- **Build** on the significant work already done by Research Councils, Innovate UK and HEFCE*
- **Collaborate** with partners to drive change across the whole community;
- **Develop** a narrative from which practical actions can flow; and
- **Embed** equality, diversity and inclusion in the organisation and all that we do

  - as a strategic voice,
  - as an organisation,
  - as an investor,
  - as an employer.

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**Looking forwards to UKRI**

- UKRI will bring together 7 RCs Innovate UK and Research England; working together now
- ED&I high on the agenda for UKRI, led by Professor Phil Nelson
- Alison Wall UKRI Programme workstream lead
- Inclusion Matters pilot call is an important contribution to early E.D, and I work in UKRI

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**% of female ‘Engineering Professionals’ in EU countries***

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**Which career would parents most like their child to pursue?**
The academic population in the Engineering and Physical Sciences (based on HESA data) is of the order of 17,200. The gender balance is poor with 74% men and 26% women.

In 2015/16, the number of PI and Co-Investigator applications was low coinciding with the introduction of our new fellowship framework. The number and proportion of applications received from women, both as a PI and Co-Investigator, has risen to 29% women.

As the grant value increases, women are more likely to apply as a Co-Investigator. Although there is a minor fluctuation when they apply as a PI, in 2015/16 the success rates for men and women when they apply as a Principal Investigator are equal at 32.4%.

A significant proportion of applicants in both categories (7%) have described themselves as Asian/Black/Chinese/Mixed/Other but have more than 0.1% and 0.2% respectively. A large proportion of applicants who are female and the proportion of women applying as a PI is lower than that for men, with the proportion of women’s PI’s receiving funding also being significantly lower than for men as the value of the grant increases. As the grant value increases, women are more likely to apply, as a Co-Investigator.

There is no discernible pattern in the age-related success rate data for both PI and Co-Investigator. In 2015/16, the number of PI and Co-Investigators who are non-white (Black, Asian, Chinese, Mixed, Other) has risen to 15% and 14% respectively. A large proportion of applications who are female and who have described themselves as White. Success rates have also been fairly consistent across the years, with those that describe themselves as Asian/Black/Chinese/Mixed/Other continuing to be slightly lower.

Looking at our ethnicity data, in particular, there are issues that require further exploration and this is a priority for us to investigate as a next step in implementing the RCUK action plan.

Fellowships

- The number of fellowship applications in 2011/12 was low coinciding with the introduction of our new fellowship framework.
- It is noticeable that a reasonable proportion (9%) are choosing not to disclose their ethnicity, although this fraction has dropped to the lowest it has been since 2011/12.
- Women have a higher success rate than men for the first time this year since 2011/12.
- The gender composition of the fellowship applicants is a reflection of the requirements of the EPSRC fellowship framework which requires candidates to apply against a person specification based on their career stage.

Inclusion Matters Call and Workshop

- Recognised the importance of inclusion and diversity
- Pilot call first of its kind for EPSRC and UKRI
- We are excited about this call and the opportunities presents

[ ] Think bold
[ ] Be ambitious
[ ] Share your ideas

£5M competitive open call launched July 2017

Aims & Scope:

1. First of its kind pilot call managed by EPSRC as part of the RCs collective approach aimed at improving Equality, Diversity and Inclusion within the Engineering and Physical Sciences during the transition to UK Research and Innovation (UKRI)
2. Inviting ambitious and inspiring applications (one lead application per institution) which focus on the development and implementation of new approaches to accelerating culture change – disseminating and embedding best practice more broadly.
3. Applications must focus on one or more of the following:
   - Embedding: To broaden out initiatives already in progress more widely – across the institution and sector.
   - Innovating: To try new and/or different approaches to those currently utilised considering available evidence.
   - Researching: Undertake new research to understand more about specific challenges and issues and what actions might be taken. Learning from others, engaging nationally and internationally. Engaging a broad spectrum of relevant stakeholders.

Approach – key dates:

1. One application per lead university. Universities may be involved as co-applicants in applications led by other institutions.
2. Institutional support expected
3. Briefing workshops in Glasgow on the 19 Sept 2017 and Bristol on the 25 Sept 2017
4. Anonymous peer review for outline stage (deadline: 7th Nov 2017)
5. Invited full proposals (deadline: 3rd April 2018)
6. Interviews (week beginning 4th June 2018)
7. More detail can be found in the Call document here and Living FAQs on our website

For queries please email inclusionmatters@epsrc.ac.uk
1. Further clarification of how research could be incorporated into the programme (would a social science aspect to the research be accepted?)

2. What are the expectation for collaboration with best practice partners?

3. What would be a good size partnerships in terms of numbers of HEIs and non-academic partners? - b) Is EPSRC looking to fund any HEIs or is EPSRC grant funding a factor? - c) Is EPSRC going to create a platform where HEIs might identify prospective partners with similar challenges?

4. Is it possible to have Co-Is. Would it be possible for applications to be led by a PVC PI and co-PIs?

Any further questions?

Identifying key ED&I challenges

Part 1
- Self organise. Please sit with people you don’t know.
- Brainstorm to identify and capture key challenges.

Part 2
- Identify any themes. Are they linked?
- Feedback from tables (3 min)

Coffee available throughout this session.

Lunch and Voting
- Visit tables you have not seen, add any comments
- Please use your sticky dots to vote for 3 challenges
- Vote on most compelling challenges that you are enthusiastic to discuss further this afternoon.

EPSRC key messages
- Tom Rodden (Deputy CEO, EPSRC)

Working in Partnership
- Choose a table with a challenge which they you most compelling and are keen to explore possible solutions
- Capture potential ways to overcome the challenge.
- Explore potential synergies/collaborations/ shared learning and things which can’t be shared

EPSRC key messages
- Philip Nelson (CEO, EPSRC)
Key Challenges

1. Stress
2. Invisible Work (recognise people)
3. Focus beyond gender (mental health, disabilities)
4. Diversity of large grant holders

1. Mental health
2. Moving away from tokenism
3. 70h week expectation
4. Pinkification
5. Career/family/personal tradeoff
6. Working with senior leaders to convince of the importance of ED&I
7. Not just about gender
8. Understanding the benefits of inclusive teams & environments
9. Professorial promotion
10. Intersectional elements of inequality e.g. Data

EPSRC Inclusion Matters Call Workshop
Glasgow - 19/9/17

Session 7 – 15.15 – 15.30
Close of workshop
Tom - Observations from the workshop
Chris and El – What’s next
  - Outputs from workshop will be collected
  - Closing dated for outline applications – 7th November 2017
  - Sift Panel – w/b 4th December 2017
  - Briefing meeting – 18th January 2017
  - Invited full proposals deadline - 3rd April 2018
  - PI responses – w/b 7th May 2017
  - Interviews – w/b 4th June 2018
  - Funding decisions – w/b 18th June 2018

And finally…. Any queries
http://www.hefce.ac.uk/pubs/rereports/year/2017/edpractice/

Contact us at inclusionmatters@epsrc.ac.uk
#inclusionmatters
Thank you for your attendance and participation

Institute of Physics Presentation

How the IOP supports equality in physics

Jenni Dyer
Head of Diversity, Institute of Physics
Jennifer.dyer@iop.org
diversity@iop.org
www.iop.org/diversity
#iopinclusion

Institute of Physics

We are a leading scientific membership society working to advance physics for the benefit of all. Our purpose is to gather, inspire, guide, represent and celebrate all who share a passion for physics. And, in our role as a charity, we’re here to ensure that physics delivers on its exceptional potential to benefit society. Alongside professional support for our members, we engage with policymakers and the public to increase awareness and understanding of the value that physics holds for all of us.

Our subsidiary company, IOP Publishing, is a world leader in scientific communications, publishing journals, ebooks, magazines and websites globally.
IOP believes in championing D&I

- Our diversity programme running since 2006 – have invested over £2m of our own money into these issues
  - Dedicated staff: Diversity Team 1.7 FTE
  - Diversity and Inclusion strategy 2016-9 and Diversity and Inclusion Committee (chaired by Dr Mark Hughes)
  - Board-level Diversity Champion (Dr June McCombie)
  - Signatories to RAEng Concordat and Science Council Declaration, working within the RAEng Progression Framework
  - Anonymous membership diversity survey every four years


Current priorities

Project Juno: our gender equality award scheme

- Six principles covering all aspects of academic life
  - Not HR-driven: this is physicists improving working practice for physicists
- Four levels of award: Supporter, Practitioner, Champion and new Juno Excellence
- Currently 18 Champions, 14 Practitioners and 22 Supporters
  - www.iop.org/juno

Current priorities

- Inclusive learning and teaching in undergraduate physics (2017)
  - Building Momentum report: good practice and recommendations for improving the physics environment for disabled students
  - LGBT+ Member network with Royal Astronomical Society (RAS)
  - Gold sponsor LGBT+ STEMinar (York, 2018 and RAS 2019
  - Gazing at the Future: Experiences of male and female postgraduate students (2015)
  - Raising Aspirations in Physics: A review of research into barriers to STEM participation for those from disadvantaged backgrounds (2014)
  - Opportunities from Physics: Interventions in a multi-ethnic school to increase post-16 participation (2014)
  - Representation of Ethnic Groups in Chemistry and Physics (2006)
  - Why choose physics and chemistry? The influences on physics and chemistry subject choices of BME students (2008)

Other work/previous research

Benefits of collaborating with the IOP

- We’ve been working on these issues for more than a decade – we have done the research, identified barriers and started to address them. No need to reinvent the wheel!
- We can provide reach and impact to the wider STEM community
- You can benefit from our strategic partnerships and involvement in groups such as the Athena Forum and the STMM Disability Advisory Committee
- We can help with sharing with and learning from diversity in different environments
- We can help pull collaborations together to maximise impact and add value

Some of the big issues to be tackled…

- Addressing barriers to research leadership positions in the physical sciences
- Transferring good practice in inclusive organisational behaviour between academia and industry
  - Is it different in different disciplines (eg physics v chemistry)
- Addressing gender stereotyping across whole-institution cultures
- Embedding inclusion in the Grand Challenges
- Identifying ways to enable dual-career couples in research science to flourish
- And many, many more….!
INCLUSION and DIVERSITY

For fairness and excellence …quite simply the right thing to do

Dr Ale Palermo FRSC
External Relations Manager
EPSRC Inclusion Matters
September 25, 2017

Inclusion and Diversity @ RSC

• Understanding the system: we will provide evidence on barriers to greater diversity in the chemical sciences, and of the benefits of making our community more inclusive.
• Changing organisations: we will provide tools to help people promote I&D within their organisations
• Celebrating success: we will promote and recognise the professional accomplishments of our community.

gender parity, disabilities, ethnic minorities, socio economic background, LGBT+ age discrimination

What are we currently doing?

• Gather and analyse evidence—a landscape report
• I&D Progression Framework implementation
• Listen to our community—be relevant, work with them
  o Community initiative: D-Hub
  o Working group: Mental health
  o RSC Publishing: gender biases and trends
• Supporting ECR-Postdocs
  o Joliot-Curie conference, Daphne Jackson Fellowships
• ID Fund, NEW ID Prize 2017
• Increase awareness—e.g. panel discussions
  o Celebrating Diversity November 13, Burlington House

Women in STEM

• 50% of the population
• 60% of STEM graduates
• But only 3% of leaders worldwide
• UK 18% senior professors, 7% FRS
• UK Apprenticeships 90% men

Why is gender equality important?

Leaky pipeline shows loss of talent

% Women at each career stage of academic chemistry (HESA 2014/15)

worse for chemistry than physics and even chemical engineering!

Mapping our membership

Total membership number grouped by stated gender

FRSCs over time grouped by gender
Our awards

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F = Female, M = Male, T = Team, DNS = Did not Specify, N/A = Not applicable

fewer women nominate

RAcEng-Science Council

I&D Progression Framework

1. Governance and leadership
2. Membership and registration
3. Meetings, conferences and events
4. Education and training, accreditation and examinations
5. Prizes, awards and grants
6. Communications, marketing, outreach and engagement
7. Employment
8. Monitoring and measuring

Gender in Global Research Landscape

Elsevier report 2017

science remains male-dominated

Our journals: preliminary data

How to speed up cultural change?

One intervention alone doesn’t work
We need to change gear…and engage all

Joint action is needed!

Royal Academy of Engineering - Presentation

Creating cultures where all engineers thrive

24 September 2017

Increasing D&I within the Academy

Our Equality Diversity and Inclusion (EDI) Policy states:

No Fellow or candidate for Fellowship, award or grant applicant or recipient, job applicant or employee, visitor or event participant is disadvantaged or receives less favourable treatment because of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation or marriage and civil partnership

@RAEngNews#EngDiversity
Diversity & Inclusion Programme
2016-2022

Vision: an inclusive engineering profession that inspires, attracts and retains people from diverse backgrounds and reflects UK society

Mission: leading the engineering profession to challenge the status quo, stimulate cultural change and improve diversity and inclusion within our profession

Strategic aims:
Understand barriers to increasing D&I in engineering, employment and professional registration
Engage in partnerships to remove barriers to increasing D&I
Deliver impact through effective communications

Creating cultures where all engineers thrive
Increasing D&I within the Academy

Next steps:
Action planning, monitoring and measuring
Collective Benchmarking

Diversity & Inclusion Programme
• Dervilla Mitchell CBE FREng – Director, Arup and Chair of Academy’s D&I Committee
• Dr Hayaatun Sillem is Academy D&I Champion
• Bola Fatimilehin is Head of Diversity & Inclusion
• D&I work is primarily focused on employment across industry and the professional engineering institutions.
• Support and embed D&I work across the Academy’s teams

Aims: D&I Progression Framework
The purpose of diversity action planning is to ensure that all parts of the Academy:
review policies, processes and practices to ensure they reflect best equality and diversity practice in the selection of Fellows, staff, applicants for grants and awards, people invited to events, and other activities as outlined in our Equality Diversity and Inclusion
are embedding D&I in their work to support addressing Academy Strategic Challenges

D&I across Programmes
1. Consolidating and Sustaining Existing Good Practice
2. Making Good use of Diversity Data
3. Improving the Diversity of Decision Making Groups
4. Sustaining Impact Beyond Awards
5. Piloting Innovative Practices
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<th>Name</th>
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Inclusion Matters Workshop – Attendee List
Mercure Holland House Hotel, Bristol
25 September 2017

Sophie Alkhaled Lancaster University
Steve Alty Royal Holloway, University of London
Donna Arnold University of Kent
Farzana Aslam Coventry University
Victoria Austin University College London
Maria Ayaz University of York
Anne-Marie Baker University of Exeter
Mark Baldwin University of Exeter
Stephanie Barnett University of Portsmouth
Sandra Beaufoy University of Warwick
Jenny Berger University of Reading
Rachel Blundred Keele University
Dawn Bonfield Aston University
Anna Bull The 1752 Group
Helen Byrne University of Oxford
Simon Chandler-Wilde University of Reading
Emma Chapman The 1752 Group
Jyoti Choudrie University of Hertfordshire
Kate Clayton Hathway Oxford Brookes University
Trevor Collins The Open University
James Cook Keele University
Nick Cook University of Bath
Phil Costen Coventry University
Kevin Coutinho University of Oxford
Hannah Dee Aberystwyth University
Davide Deganello Swansea University
Caroline Dessent University of York
Susie Douglas University of Bath
Claire Edwards University of Nottingham
Chris Elson EPSRC
Cecilia Fenech Brincat Cranfield University
Bryony Frost Queen Mary University of London
Dominic Galliano Queen Mary University of London
Ruth Gilligan Equality Challenge Unit
Alicia Gonzalez-Buelga University of Bristol
Christina Guindy Royal Academy of Engineering
Richard Gunn EPSRC
Catherine Holloway University College London
Farideh Honary Lancaster University
Sara Horsfall Ginibee
Beth Horton EPSRC
Minna Janhonen University of Kent
El Jaskowska EPSRC
julie kaya Diamond Light Source Ltd
Reuben Kirkham Newcastle University
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