

ED&I Fellowship – Guidance

Applicants to this priority area will follow the normal fellowship process as described at the following pages: <https://epsrc.ukri.org/skills/fellows/> but with some minor alterations. These are described below. Applicants must propose a high quality and ambitious research programme, in the same way as for the other established fellowship priority areas, alongside ED&I activities.

Proposals to this area will be required to submit a 2 page ED&I plan, describing the approaches and activities applicants will employ, and importantly how these activities combined with the applicants leadership role will deliver the aims of the priority area, namely to inspire, enable and facilitate greater ED&I in the broader physical sciences research community.

This plan should include a clear understanding of EDI challenges within physical sciences, evidence of the applicants track record in the ED&I space, ED&I outcomes identified and the methods required to reach them, including engagement with appropriate stakeholders to deliver these. These should be feasible and have appropriate time and resource allocated to address the challenge(s). This plan should be uploaded as an additional document rather than being embedded within the case for support. The case for support should be used to describe your research proposal.

EPSRC will check there is an ED&I plan submitted. Any proposals submitted to this area without an ED&I plan or one that does not address the above points will be rejected before being sent for peer review assessment. Following this initial check the proposal will be assessed by postal peer review as indicated in our standard processes <https://epsrc.ukri.org/skills/fellows/peerreviewprocess/>

Postal peer review will not be asked to comment on the ED&I plan and neither will the ED&I plan be assessed at prioritisation panel. However this document will be shared with reviewers and panel members.

Subsequent to full applications being submitted and prior to the interview, ED&I plans will be sent to representatives from the community who have relevant EDI expertise. EPSRC, with input from the Royal Society Chemistry (RSC) and the Institute of Physics (IoP), will select these individuals in accordance with our standard reviewer selection policies.

These reviewers will be asked to pose questions of clarification to the applicants with regard to their ED&I plan and suggest further opportunities to incorporate over the lifetime of the project. These questions and suggestions will be submitted independently, collated and sent to the applicants in advance of the interview. A copy of the points of clarification will be shared with the interview panel to inform their questioning.

The ED&I plan will be assessed at the interview panel (but not the prioritisation panel). The criteria the ED&I plan will be assessed against are included at the end of this Guidance. There will be a panel member with appropriate expertise to assess the ED&I plan on the interview panel. All of the standard assessment criteria for fellowships will still be assessed as normal, following the standard process explained on the following pages: <https://epsrc.ukri.org/skills/fellows/>.

Applicants are encouraged to contact the physical sciences theme at EPSRC prior to submission.

Examples of what could be included in the ED&I plan are listed below, applicants are not expected to include all of these:

- Initiate programmes and support institutions (both yours and others)
- ED&I research
- ED&I advocacy

- A national activity, something unique and delivering a real step-change
- Budgeting for activity and building a small team to deliver if necessary
- DO NOT substitute for any institutional responsibility, for example writing Athena Swan applications or any other activities already in place at your institution

To help with the development of the ED&I plan, applicants are encouraged to consider the following questions:

- What are the key ED&I challenges in Physical Sciences?
- How will you contribute to changing the culture, practices and makeup of the research community? You should provide evidence of ways in which ED&I issues will be managed/addressed/tackled both within your group, institution and in the wider community level.
- What outcomes have you chosen to target and why are these the most appropriate? How will these outcomes be measured?
- What steps will you take to raise awareness of and mitigate against the impact of bias in your group and the wider community in terms of gender, ethnicity or any other protected characteristic [<https://www.gov.uk/discrimination-your-rights>] through processes, behaviours and culture?
- How will you and members of your group (staff and partners (as appropriate)) act as ambassadors for ED&I?
- How will good practice be sought-out to evolve the ED&I plan/approach over the proposal's lifetime? How will this good practice be captured and shared with the wider community?
- Are there any other ED&I aspects of the plan not yet referred to and how do you intend to achieve them?

Fit to Strategic Priorities - ED&I Fellowship assessment criteria

The equality, diversity and inclusion (ED&I) plan should deliver the aims described in the priority area, namely to inspire, enable and facilitate greater ED&I in the broader physical sciences research community. The (ED&I) plan proposed should:

- Demonstrate a clear understanding of EDI challenges within physical sciences
- Identify clear ED&I outcomes and engage with appropriate stakeholders to deliver these
- Be feasible and have appropriate time and resource allocated to address the challenge(s) highlighted
- Contain evidence of the applicant's track record in the ED&I space

These assessment criteria will be assessed at interview panel not prioritisation panel.