

# Delivering an inclusive research funding system

## FUNDERS ▼

## UNIVERSITIES ▼

- Minimise complexity
- Avoid / mitigate for deadlines near holidays
- Listen to diverse voices in consultations

Call developed and published



- Design processes to be usable by a wide range of different people
  - Provide adjustments and fund access costs
  - Create targeted funding opportunities

- Minimise support required
- Create inclusive and accessible documents and systems, and provide adjustments

Application



- Disseminate opportunities widely
- Provide specialist support

- Support researchers to develop effective networks

University sift / approval



- Minimise complexity and increase flexibility
- Minimise deadlines near holidays
- Use inclusive and fair assessment criteria
- Prevent bias from impacting decisions
- Account for structural inequality

- Increase flexibility

Funder office review



- Focus individual assessment on potential to deliver
- Prevent bias from impacting decisions
- Account for structural inequality
- Minimise ambiguity in scoring systems
- Use open recruitment for reviewers

Assessment



Award



- Provide adjustments required to carry out research, and fund access costs

- Review policies to address unequal impacts
- Trial and evaluate new mechanisms for funding

Cross cutting



- Provide support for researchers suffering from discrimination
- Equip managers to lead inclusively