# **Delivering an inclusive research funding system**

University of Oxford, December 2022

## **Funder actions**

### Stage 1: Call developed and published

* Minimise complexity
* Pre-announce schemes and requirements
* Listen to diverse voices in consultations
* Design processes to be usable by a wide range of different people
* Provide adjustments and fund access costs
* Create targeted funding opportunities

### Stage 2: Application

* Minimise support required
* Create inclusive and accessible documents and systems, and provide adjustments
* Support researchers to develop effective networks

### Stage 3: University sift / approval

### Stage 4: Funder office review

* Increase flexibility

### Stage 5: Assessment

* 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

### Stage 6: Award

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

### Cross cutting

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

## **University actions**

### Stage 1: 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

### Stage 2: Application

* Disseminate opportunities widely
* Provide specialist support
* Support researchers to develop effective networks

### Stage 3: 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

### Stage 4: Funder office review

### Stage 5: Assessment

### Stage 6: Award

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

### Cross cutting

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