

## Small Particles, Big Issues: PRIORITYze DEI

Issue 7 26/07/2023: EDI lenses are foundational research tools.

Dear all,

I hope this email finds you well.

We want to bring to your attention how principles of EDI should (or must) be incorporated throughout the research process.

Failure to consider the principles of equity, diversity and inclusion in biomedical and human behaviour research harms patients, trainees and scientists. Based on experience and evidence, we make actionable, specific recommendations on how equity, diversity and inclusion can be considered at each research project step.

As mentioned in this interesting paper “**Equity, diversity and inclusion are foundational research skills**” by Shannon M. Ruzycki & Sofia B. Ahmed, published by Nature Human Behaviour volume 6, pages 910–912 (2022), retrieved here: <https://www.nature.com/articles/s41562-022-01406-7#citeas>, you can consider incorporating EDI principles:

- **At conceptualization level:** conducting a literature review through an EDI lens is often the first step;
- **Recruitment of diverse teams:** lead scientists should understand the value of diversity and their role in developing capacity among under-represented groups for research when they recruit their teams;
- **Engagement of diverse populations:** investigators should consult with stakeholders and those with EDI expertise to evaluate each inclusion and exclusion criterion using an EDI lens;
- **Preventing marginalization in data:** an inaccurate or imprecise collection of sex and gender data from study participants limits the analysis;
- **Equitable research after publication:** using an EDI lens, knowledge translation can take the form of advocacy to improve access, reduce barriers, redesign devices, change systems to reduce inequity;
- **The ethical obligation of health research:** accountability should be established by requiring EDI considerations in ethics review, funding applications, and publication.

You can find a handy table containing EDI considerations for each stage of a research study, with explanations and examples here: <https://www.nature.com/articles/s41562-022-01406-7/tables/1>

We encourage you to consider this helpful approach for your research process.

Best regards

Mariasole and Camilla